

The Thursday report

Concordia University, Montréal

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The next issue of The Thursday Report will be published in the fall

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Network the only one of 15 involved with the social sciences

LAST IN A SERIES

Last October 26, federal Minister of State for Science and Technology William Winegard announced the creation of 14 national Networks of Centres of Excellence. About 500 researchers in 36 centres (mostly universities) will share \$240 million in new federal funding over five years.

A 15th network, the only one in the social sciences, has just been announced. Concordia University is proud to be involved in four of the 15 projects and to play a contributing role in a fifth.

by Tim Locke

Two Concordia Psychology professors and members of the University's Centre for Research in Human Development, Tannis Arbuckle-Maag and Dolores Gold, are contributing to Concordia's growing reputation as a research institution by being invited to join the newest national Network of Centres of Excellence, the only one involved with the so-



Tannis Arbuckle-Maag



Dolores Gold

cial sciences.

Titled "Promoting Independence and Productivity in an Aging Society," the network's research focus will be on normal aging and, according to the grant proposal abstract, "to investigate the conditions

which foster the independence of older Canadians and increase their productivity."

Arbuckle-Maag and Gold are only two of 24 researchers from 11 universities and two industrial concerns, from Victoria, B.C. to

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Visually impaired and learning disabled have new reading tool

SDS's Kurzweil Personal Reader converts text to voice — albeit with a Swedish accent

by Bronwyn Chester

For students with limited vision or who have difficulty processing letters or numbers, negotiating the printed world of the University is no simple task. Having literature taped, Brailled or read aloud are some of the means used by the visually impaired and learning disabled. But, each one of these means requires the help of another person. The Kurzweil (pronounced kerswell) Personal Reader, however, doesn't. Looking much like a photocopy machine, the KPR scans a page and reads it aloud, albeit with a slight Swedish accent. "This machine allows the user to read a document immediately. For instance, if the person is doing research for a term paper, she or he can skim the articles immediately and select which ones are relevant without having to have them taped or read aloud," says Leo Bissonnette, Assis-

tant Co-ordinator of Services for Disabled Students.

Machine bought with donation

The SDS purchased the Kurzweil last year, using about half of an anonymous donation of \$30,000; this winter Bissonnette began training students. Some of the approximately 10 students who use the machine want to use the whole range of options, says Bissonnette, sitting beside the machine in the SDS office on the 5th floor of the Henry F. Hall Building, "while others just come in to read."

A basic orientation includes learning how to use the 18-key pad and learning how to handle pages, the hand scanner and different types of layout. The machine, for instance, can only read one page at a time so the book or article must be flipped around when the voice says: "page finished." Then the user presses the start button. The Kurzweil also has to be set to read in columns if the text is. "If the student isn't sure, it's always safe to

set for multi-column scanning," says Bissonnette.

Immediacy of use is one strength of the KPR; its ability to interface electronically with other devices used by the visually impaired and learning disabled is its other strength, says Bissonnette, himself visually impaired.

Art Education student Serge Wallis says this aspect of the Kurzweil could help him. "I could connect my tape recorder to the Kurzweil and tape the documents I need to read for Art History," says Wallis, who has a learning disability. "I can also hear the pronunciation of words."

The KPR can also interface with a Versabaille, a portable Braille computer. "You could hook the Versabaille into the KPS, then save the document on the Versabaille disk. Later the student could read the document from the Versabaille disk," says Bissonnette. The machine has a panel where raised metal rods form the Braille configura-

See KURZWEIL page 21

Marconi develops new device thanks to graduate course

Engineering course results in device that removes noise on radio

by Bronwyn Chester

They say the best things come in small packages. For the Department of Electrical and Computer Engineering, this story may be a case in point. Last

winter, engineers Michel Bédard, André Beaudin and Michel Ethier of Canadian Marconi Co. took an evening graduate course in adaptive signal processing, a subject which involves learning how to design machines which can sense their environment and change to adapt to it. By the end of the year, the three had used the course to

develop a device that can take the interference out of combat net radios.

Now, this may not sound like such a big deal. After all, aren't practical engineering courses supposed to result in new or improved technology? Yes, but usually you don't immediately see the results of how the knowledge is applied, says Concordia Electrical and Computer Engineering professor Jeffrey Krolik.

Immediate results this time

"We think the graduate courses are beneficial to industry because their engineers keep coming back," he says, adding that about one-third of all engineers taking graduate courses are from industry. "But this is the first time I've seen the industrial application of course material, while the course is in progress. Usually, use of the knowledge is made after the course."

For Marconi, the development of this technology means that the company may be able to develop and market the 'adaptive noise canceller' as an attachment to the thousands of Marconi combat net radios already in use throughout the world. ('Net,' short for network, simply means that all the radios are on the same frequency.)

"We knew that the technology would benefit us but we didn't have the mathematical knowledge to apply it practically," says Bédard, explaining how the technology works.

Using a digital signal processing chip, the device senses noise generated by the radio receiver and its software adjusts to eliminate it, he says, using the comparison of a sound system that could adjust itself to the dimensions and characteristics of a given room.

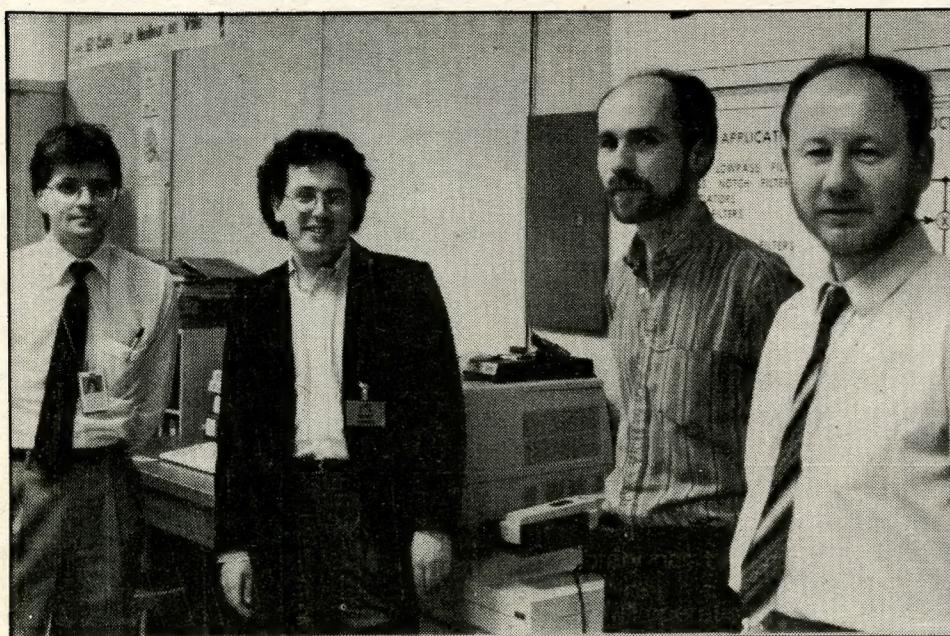
With any new idea, engineers have to convince management that their product will benefit the company, says Beaudin. "The pilot project we developed in the course lets management see the benefits."

Marconi likes device

Marconi management has been receptive. "They've been very successful at selling their idea," says Michel Cadieux, manager of engineering. "What they've done is introduce state-of-the-art technology into a product line; it will definitely find an application."

Other applications for the technology may be eliminating echoes on long-distance phone lines and getting rid of the interference on car phones.

Krolik is happy with this result from his course. "This story is much smaller than the grand-scale co-operative type projects taken on in university-industry collaborations. But it's an example of how a course can transfer new knowledge to industry." He also says the fact that all of Concordia's graduate engineering courses are offered in the evening makes it possible for working engineers to attend. "It's a real community service."



(From left) Michel Bédard (Marconi Group Leader), Professor Jeffrey Krolik, André Beaudin (Marconi Design Engineer) and Michel Ethier (Marconi Software Engineer) used a Concordia graduate course to produce a device that can eliminate interference.

PHOTO: Spiros Vergados

New internal grant programme begins in fall

Programme to help 'the new, the jaded, and the fringe' improve their chances at getting grants.

by Bronwyn Chester

In what Jack Lightstone describes as "the most important endeavour to encourage research and creative activity with internally allocated grants I've seen in my 14 years here," Concordia is beginning a Faculty Research Development Programme (FRDP).

As of next October, faculty members and professional librarians who have had their grant proposals accepted will receive grants from the \$375,000 internal fund. Lightstone, Associate Vice-Rector, Academic (Research) is quick to point out, however, that the fund will be doubled for the 1991-92 academic year and will reach \$875,000 by the third year. There will also be \$80,000 set aside annually for equipment grants.

The money will come from Concordia's operating budget. The University will continue to receive its annual \$450,000 over-

head grant from the various federal and provincial granting agencies, which means that "three years from now about \$1.5 million will be distributed internally," says Lightstone.

Help in writing proposals

But there is more to the FRDP than money. Lightstone wants to see mechanisms established whereby support is provided in the formulation of research projects and the writing of grant proposals, both for internal and external grants. In a letter he sent last February to the Deans of the four faculties, Lightstone proposed workshops, run by the Office of Research Services, and the establishment of Faculty Research Development Groups, if needed.

The FRDP is in no way meant to replace other internal or external grants, says Lightstone. Rather, it is to encourage faculty and librarians to begin "research or creative activity with seed or bridge funding, while developing the conditions and tools

for entry or re-entry into external funding systems."

Too often, researchers who are either "new, have experienced a hiatus in their research or creative activity or are moving into new radical areas" get discouraged when applying for external grants, says Lightstone. "What was needed was an in-house method to support people financially and to help them formulate creative proposals for granting agencies either because they'd been affected by the brutalizing process or because they were new to the process."

"When you send in a research proposal for a grant, you're inviting criticism and rejection and often it comes in the least supportive or constructive way."

The granting process can also discourage the most innovative researchers, says Lightstone. "If you're at the cutting edge of a discipline, the overwhelming problem is that you won't get supported and won't get published because of the inherent conservatism of granting agencies."

FRDP to help with grants

Lightstone hopes the FRDP will change this. He notes that having a strong internal granting mechanism increases the University's success in receiving external grants, pointing to the Université du Québec à Montréal (UQAM) as an example. Two years ago, UQAM had a total of \$1.6 million in internal grants but was well behind Concordia in their external grants. But in 1988-89, says Lightstone, UQAM brought in \$15-\$16 million in external grants as compared to Concordia's \$12 million. "I think, in part, that is due to their internal programme," says Lightstone. In 1989-90, he adds, Concordia brought in approximately \$14 million in external grants.

The deadline for FRDP proposals for 1990-91 is September 14. Results will be announced on October 22 and the awards made on November 1. For more information contact Audrey Williams, Director of Research Services, at 4888.

AT A GLANCE

by Sharon Bishin

... Rector **Patrick Kenniff** has been named to the editorial board of a new publication entitled *Metropolitan Universities — An International Forum*. Concordia's Rector is the only Canadian on the board. Other universities represented include the *University of Sao Paulo*, the *University of Washington*, *Brown University*, the *University of Ulm* (in the Federal Republic of Germany) and *Ben Gurion University*. Urban universities devote significant resources to meet the needs of the regions in which they are located, the new journal says. The publication will highlight the role played by these universities in providing

Violence and Disruptive Behaviour

by Zonia Keywan

Dealing with Violence and Disruptive Behaviour on Campus is the theme of a conference which began yesterday and will continue until tomorrow (June 8) at the Centre Sheraton. The conference is the first ever to address the growing problem in North American universities and colleges of disruptive and violent incidents, including disturbances in classrooms, offices and residences, assaults, threats and harassment and the presence of weapons on campus. The conference is expected to attract participants from across Canada and the United States, in particular senior administrators responsible for policy development and people who are actively involved in the handling of individual cases.

Concordia is uniquely suited to host a conference on this topic. The University is the leader in Canada in dealing with violent and disruptive behaviour.

According to Ombudsperson Suzanne Belson, "We tend to have quite a number of problems of this type, perhaps because we are a downtown university with a very diverse population."

While in many institutions authorities deal with cases of disruption by simply calling the police, Concordia has been developing means for handling most incidents internally. Since the beginning of this

academic year, a "crisis team" — the University Intervention Team — has been in place to help members of the Concordia community who are victims of abuse or harassment. The team members are Suzanne Belson and Beatrice Pearson from the Ombuds Office, Code Administrator John Relton and Nancy Torbit and Pat Hardt from Health Services. Other people are called on to assist as needed.

The help that the Intervention Team can offer includes listening and offering support, consulting about protective measures, helping develop coping strategies, advising about University resources and arranging referrals, and informing and assisting with Code of Conduct complaints and/or legal action.

The members of the team point out that victims of disruptive behaviour are often reluctant to complain; people may think that complaining is an admission of their own failure in handling the situation, that putting up with harassment is part of their job, or that complaining will make the situation worse. But, they stress, no member of the University community should have to put up with abuse, intimidation or violence.

"We are moving from an attitude of 'laissez-faire' to one of setting clear limits to behaviour," says Nancy Torbit.

Anyone who wants to discuss a problem or launch a complaint is invited to call any member of the Intervention Team.

Alumni awards programme launched

A multi-tiered Alumni Recognition Programme has been launched by the Concordia University Alumni Association. Through this programme the Association hopes to honour the valuable volunteer contributions of numerous alumni, students and friends of Concordia and its founding institutions.

The awards will be presented on an annual basis and include the following:

The Award of Merit: Awarded to an alumnus who has demonstrated a lifetime contribution of outstanding service to the Association, University and community.

The Distinguished Service Award: Awarded to an alumnus who has demonstrated an ongoing commitment and outstanding service to the Association and University.

The Honorary Life Membership: Awarded to a non-graduate who has

demonstrated an ongoing commitment and outstanding service to the Association and University.

The Outstanding Student Award: Awarded to a student who has demonstrated leadership qualities, while contributing to student life.

The new Alumni Recognition Programme will honour volunteers of all ages and at all levels of participation, either in Montréal or at the chapter level, regardless of their financial contributions to the University, from retiring directors to lifelong supporters of the Association. This year, the awards will be presented at a special awards banquet in the late fall.

Nomination forms are available at the Alumni Office, 1463 Bishop Street, Room 102, or by calling Gabrielle Korn at 848-3817. The deadline for nominations is June 29th, 1990.

ing intellectual and cultural resources for their regions, and provide a forum for those concerned about the shape the university is likely to take as we enter the 21st century...

...Chemistry's **Robert Pallen** was elected to serve as a member of the Corporation of the University Board of Governors for a term of three years (June 1, 1990 to May 31, 1993)...

...Commerce and Administration Dean **Steven Appelbaum** has been elected a Fellow of the Royal Society of Arts, which was founded in the U.K. in 1754...

...And on the conference circuit **Rector Kenniff** joins four other Concordia folk to participate at the June 20-23 ARUCC '90. (ARUCC stands for the Association of Registrars of Universities and Colleges of Canada.) The conference focuses on seeing the student as a consumer and marketing educational institutions effectively. Kenniff's keynote address is titled "The student as a consumer, reflection of a university rector"; **Anne Kerby** (Director, Disabled Services), **Suzanne Belson** (Ombudsperson) and **Graeme Decarie** (History Chair) present on the topic of enrolment management and student recruitment and **Lynne Prendergast** (Associate Director, Admissions) deals with professional development...

...Under the heading of 'just published': a book entitled *Deaf Canadian — an insight* written by Sir George Williams graduate **Martin M. Goldstein**, who is himself deaf. The book focuses on deaf people who have made a mark in their communities...

...**David Cheeke**, formerly a professor of Physics and director of the Microelectronics Research Centre at the University of Sherbrooke, will join SIRICON as Director of Operations as of July 1st...

...The Second International Workshop on Conditional and Typed Rewriting Systems (CTRS), sponsored by Concordia University and Centre de Recherche Informatique à Montréal, is being held next week (June 11-14). Topics will include the theory of conditional rewriting and its application to programming languages, specification languages, automated deduction, as well as typed rewriting, higher-order rewriting, graph rewriting, combinator based language and their application to parallel architectures, etc. Contact: Computer Science's **Mitsuhiko Okada**, local 3048...

...Mechanical Engineering's **Richard Cheng** accepted an invitation by the Electrical and Electronic Engineering department of the University of Hong Kong (his alma Mater of 30 years ago) to serve as Visiting Professor earlier this year. His seminars focused on robotics, image processing and general computer-aided automation for flexible manufacturing systems. While in Hong Kong he also served as a PhD external examiner and consultant to the newly formed CAD/CAM Automation Centre of the Faculty of Engineering of Hong Kong University...

...Oops! Desktop publishing is great...except when it lobs off the final line in an article containing an address which it did last issue. All comments on the recently distributed **Emergency Response Manual** are welcomed by the Central Advisory Health and Safety Committee at: S-MI-301...

...Journalism Professor **Ross Perigoe**'s Advanced Television class was the only university group to accept CBC Newsworld's invitation to produce three half-hour forums on how the media covers specific issues. Two of the three installments, "Can Montréal support two English-language dailies?" and "Why don't visible minorities see themselves on the 6 o'clock news?" were aired in April. The third, "Meech Lake vs. Lac Meech" on how the two different language media have covered the same issue is slated to air soon on Cable 29 (Vidéotron) and Cable 11 (CF Cable). The 10 students participated at every level of the production, from research to promotion. Panelists and moderators included Journalism's **Sheila McLeod Arnowoulos**, Robert McConnell, former *Gazette* publisher, Francine Pelletier, *La Presse* columnist, and broadcasters Pierre Pascau (CKVL, formerly of CKAC) and Julian Sher (CBC).

...**Claire McKinnon**, previously Special Assistant to Maurice Cohen, Vice-Rector, Institutional Relations and Finance, is moving to the newly-created post of Communications Co-ordinator for the Faculty of Commerce and Administration. Eventually, each faculty within the University is expected to create the same position, which develops strategies for internal and external communication...

...Speaking of the Faculty of Commerce and Administration: two major agreements of co-operation were signed between it and important educational institutions in Europe; the Gothenburg School of Economics and Commercial Law (International Exchange Programme) in Sweden and HEC — ISA (France)...

...Are you getting your copy of *TTR* when and where you want it? If not, or if you have any other distribution information call 4882...

...Have a totally satisfying summer. Au revoir...

Institutional Planning: Concordia's 'town planners' are looking at the big picture

Consultation a key aspect of the Management Information System (MIS)

by Laurie Zack

Suppose that Concordia is a small town (no, not Twin Peaks). It's a growing community with more than 70 buildings. Each resident relies on the town for basic services, communications and support.

Not only do these services make life simpler and easier (usually), but they are essential for residents to conduct their business properly. Residents are concerned about their town, of course, and expect to be consulted about any changes that may affect their lifestyle.

The town administration has its needs, too. It often requires specific information from residents about what they are doing, and about their evolving requirements. Neighbouring municipalities, various levels of government and various institutions and agencies are constantly demanding information about the town — accurate, up-to-the-minute information.

The town planners are faced with various problems. There are decisions to be made: how to modernize the town's infrastructure to keep pace with residents' needs; evaluating whether the population will be growing or declining over the next decade; deciding whether it is more cost-effective to rent or build new space; and generating funds for special projects, etc...

To develop models for the future of the town, town planners must not only have an accurate picture of individual buildings, but the vibrant, evolving town as a whole.

Institutional Planning's role

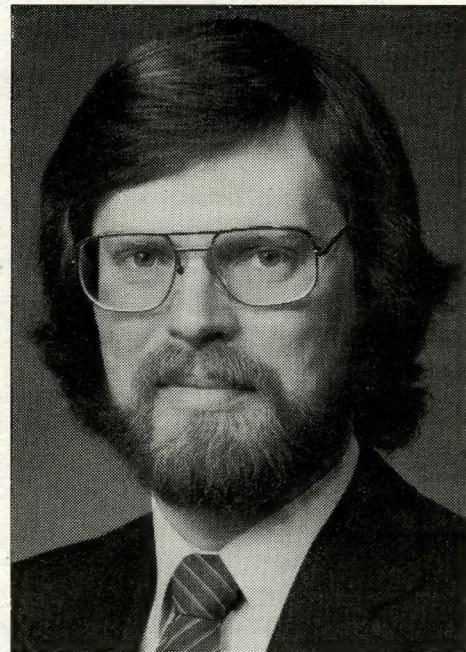
The Department of Institutional Planning is trying to deal with the problems of our 'town.' Keeping in mind Concordia University's priorities, as outlined in its mission statement, Institutional Planning is trying to assure that the Management Information System (MIS) now being developed will provide decision-makers with the proper tools to adapt and plan for the changing environment, both internal and external.

At the same time, it is mindful of individual user and work unit needs, both for the present and as the project develops. The MIS that is finally implemented must accommodate the individual needs of any particular unit, and the overall objectives of the University — the whole must transcend the sum of its parts.

The key to this delicate balance is ongoing interaction between planners and users. The focuses, at this point of the MIS project, are the questions and issues which need to be resolved rather than the technology available.

Meeting people and their needs

An elaborate structure has been established to assure the input of all concerned



Garry Milton

PHOTO: Charles Bélanger

parties. The MIS Steering Committee is responsible to the Office of the Rector (i.e., the Offices of the Rector, Vice-Rectors and Secretary-General) for the overall design and installation of the system.

The Design and Implementation group under its direction, headed by MIS Project Manager Terry Too, develops and installs the system.

Both Institutional Planning and the Department of Computing Services have specific roles, and an MIS Advisory Committee has the special role of representing the user community.

Garry Milton, Assistant Director, Institutional Planning, has been seconded to the MIS project for its duration. In his new role as Project Officer, Institutional Requirements, he consults extensively with members of the user community in order to understand and articulate their needs.

He then passes on this information to Joey Rawlins, Assistant Director, Institutional Planning, who ensures that the evolving MIS model is attuned to these needs. Milton is presently meeting with people throughout the University community.

He is assessing their needs, what sort of information they require to help in decision-making and planning, and the kind of information that is not readily available that would be of help. As well, he wants to know the kind of reporting they are expected to do.

As a result of these discussions, decisions can be made taking into account the users' view of institutional information requirements, and individual needs can be looked at from the perspective of the evolving University-wide MIS project.

Milton acts as the link between Institutional Planning, MIS Project Manager Terry Too, the experts from Computing Services and the external community. He assures that any product or equipment recommendation will be re-examined against the backdrop of

the University-wide MIS model.

Some of the decisions that will have to be made in the near future concern the types of computer programmes that would be most useful to particular work units (either bought as packages or developed "in-house"), and how these programmes fit into the require-

ments of University management needs.

In upcoming issues, *TTR* will be speaking to the some of the "townspeople" about their expectations and how they are reacting to the consultative process to date. We will also be looking at the role of the MIS Project Manager and Computing Services.

'A clear voice' is stilled

Theatre's Joseph Cazalet dies at 54

by Donna Varrica

The Montréal English-language theatre community lost a principle player last month with the death of Concordia Theatre Professor, actor-director Joseph Cazalet, of cancer.

Cazalet's life was theatre. He recently told *The Gazette* that working on his last project, *King Lear: A Deleary Parade*, kept his spirits up and excited his imagination. "Working with theatre brings you into such close contact with other human beings. That's the lure of it," he said.

In January, when the production opened at the McGill Players' Theatre, Pat Donnelly, *The Gazette's* theatre critic, called Cazalet "a key figure in the development of English-language alternative theatre in Montréal" in her preview of the show.

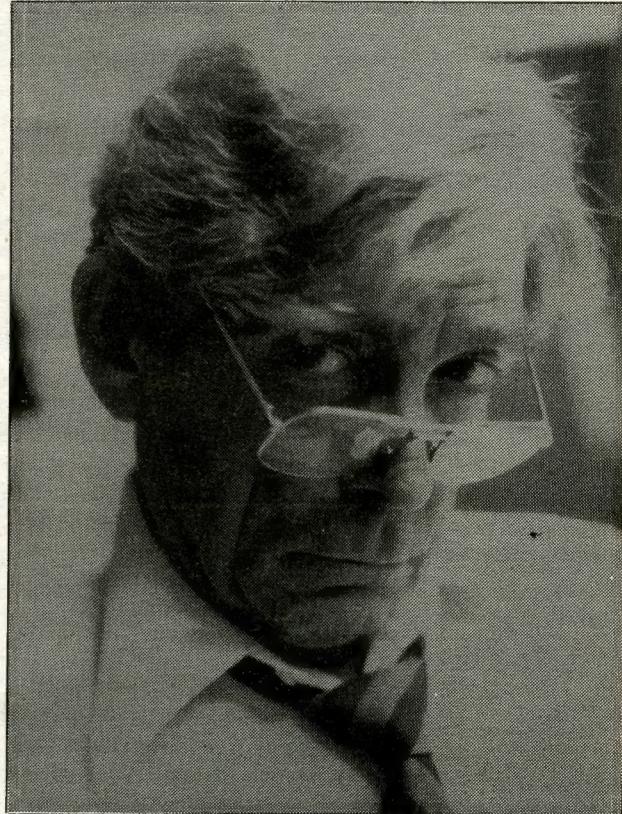
A life spent on stage inspires tributes, particularly when the legacy is as rich as that which Cazalet left, and few have not been touched by his passing.

At a recent Concert Hall performance, Music Professor Charles Ellison began with an acknowledgement of Cazalet's work and his contribution to the Faculty of Fine Arts. Theatre Department Chair Philip Spensley told *The Gazette* that "Joe's clear voice shaped the department in many ways."

To complement his work at Concordia, which began in 1976 when he came to Montréal, the Brooklyn-born Cazalet founded the Association of Performing Artists (APA) with two former students who came back to the University as teachers, Jack Langedijk and Harry Standjofski.

The APA's acclaimed production of *Kiss of the Spiderwoman*, in which Cazalet played Molina, had successful runs in New York and at the Edinburgh Fringe Festival.

Langedijk talked to *TTR* about the man who had been his teacher, his colleague and



Joseph Cazalet

PHOTO: Telescene Productions

his friend. "Joe believed theatre should be a spiritual union, an experience to be shared between actors, the director, the crew and then the audience. Ensemble was a word we used in all our work together."

"He had faith in theatre, that it was important to keep telling our stories, be they in the words of Brecht, Shakespeare or Standjofski. He was committed to giving struggling young actors, musicians and playwrights a shot, sometimes finding projects for these people to enhance their careers."

"Before he went into the hospital, he half-finished a play based on an idea we had been kicking around. It was about the endurance of a young man's faith in humanity, to never stop dreaming and to never stop trying to fulfill those dreams. That was the essence of Joseph Cazalet. He believed in the celebration of life."

The University will set up the Joseph Cazalet Scholarship Fund to help Theatre students. Donations can be made through the Financial Aid Office at -3522.

Broadcasting Studies Centre helps organize international sound arts festival

Acustica International celebrates radio drama, acoustical 'art'

by Silvia Cademartori

Concordia University helped Spring off

to a sound start earlier this month.

For the first time, Concordia's Centre for Broadcasting Studies (CCBS) helped organize the 10-year-old sound arts festival, Acustica International. It was held in

Montréal for the first time from May 3rd to 5th.

Acustica International celebrated alternative forms of radio arts, namely the Horspiel (radio drama) and Ars Acustica

(acoustical art), which are popular in Europe, in particular West Germany. While not as popular in Canada, CCBS co-founder and past director Howard Fink says acoustical art is gaining momentum here.

Roughly 1,000 people attended the live performances on May 3rd and 4th at the Chapelle historique du Bon-Pasteur on Sherbrooke St., said Fink.

Fink, also a Concordia English professor, explained the Centre's role in the festival. "We provided the liaison with interested people, mainly in the academic world. The other organizers were the Goethe Institute, a German cultural organization in Montréal, and Radio Canada. We contacted people to come and listen and watch the festival and to be on the panels to discuss and criticize acoustical art."

Panel discussions were held in part in the Henry F. Hall Building at the Sir George Williams Campus.

Festival highlight

The highlight of the festival, according to CCBS co-founder and present director John Jackson, was a live performance by two Montréal musicians, Michel F. Côté and Martin Tetreault, called *Muss Musique*, which was a parody of radio shows. Jackson called their performance "electrical."

In the past, San Francisco, Cologne and New York have played host to the international festival.

Horspiel, Neues Horspiel, and Ars Acustica, are not terms North Americans are familiar with. Horspiel or 'ear play' in German, is the equivalent of a radio drama.

"Imagine a radio drama where you have internal monologues, like streams of consciousness, and at one point, sounds become more important so it's no longer realistic. That's what Neues Horspiel (new radio drama) is," explained Fink. "With Ars Acustica (acoustical art), you get away from a narrative drama which has scenes and an identifiable place. And you have just sounds and voices, by that time it's indistinguishable from music, but it's drama," said Fink.

The CCBS itself does not produce acoustical art but it is primarily a research institute.

"Our first mandate is to collect and archive material related to CBC radio drama productions," said Jackson. "The Centre has 15,000 scripts from private collections donated by producers, writers and performers." The eight-year-old CCBS is the official depository of CBC documents. "The second part of our mandate is to carry on research related to TV and radio drama and Canadian cultural development," continued Jackson.

The Centre is in the process of compiling an encyclopedia of radio drama with two other Québec universities.

Anna Reich-Polgar bids Concordia farewell

by Donna Varrica

The retirement of Anna Reich-Polgar, founder of the Faculty of Fine Arts Slide Library, after 32 years of service to Concordia marks the end of an era.

At her farewell reception, Reich-Polgar looked upon the assembled crowd and said, "When I leave this beautiful library, Rodenbach, the Belgian author comes to mind, who said in his *Bruges, la morte*: 'Every departure is a little death.' I feel that way now, but the nice memories will keep me alive."

A linguist, Reich-Polgar came to Canada from Europe in the 1950s and completed her

library studies here. She began her career in the cataloguing department of the Sir George Williams Library where she was put in charge of the art slide collection. The organization of non-print materials was a fledgling science at the time and few departmental slide collections were administered by professional librarians.

After examining systems used by the Metropolitan Museum of Art, the Fogg Museum and Yale University, Reich-Polgar developed such a sound cataloguing system and authority controls that the recent transition to computer cataloguing was made intact.

Reich-Polgar acknowledged a former Sir George Williams University Vice-Principal, the late Douglass B. Clarke, for his original

collection of some 3,000 art slides which were the Slide Library's foundation. She thanked Alfred Pinsky, former Fine Arts Dean and Edwy Cooke, former Art History Chair, for their initiative in allowing the Slide Library to grow, as well as present Dean Robert Parker and Art History Chair Don Andrus, who have encouraged its more recent development with the implementation of advanced techniques and new equipment.

The Fine Arts Slide Library now boasts 160,000 slides and its reputation for excellence throughout Canada and North America is largely due to the pioneering efforts of Anna Reich-Polgar.

With files from Linda Bien,
Fine Arts Slide Librarian



The Slide Library staff, past and present, surround Anna Reich-Polgar (second from right) on her last day at Concordia. From left, Donald Irwin, Joanne Turnbull, who introduced the computer cataloguing system to the Library (see TTR, March 30, 1989), Kathleen Perry, now Employment Equity Co-ordinator, Linda Bien, Reich-Polgar, and Manon Vallée.

PHOTO: Charles Bélanger

PROFILE

An interview with Vice-Rector Academic Rose Sheinin

Concordia must accept the mantle that is being thrust upon it

The *Thursday Report* recently interviewed Vice-Rector, Academic Rose Sheinin about her impressions of Concordia after nine months in office.

During a 90-minute question-and-answer session in her Loyola Campus office, Sheinin spoke candidly about her views on the Vice-Rector, Academic's job, her goals, and her hopes and expectations for the future. She spoke with pride about what she has accomplished to date, and about what she would like Concordia to do to motivate faculty members to achieve their full potential.

A respected scientist and feminist with an international reputation in the fields of cancer and DNA research, Sheinin taught at the University of Toronto for 25 years before coming to Concordia last September. She taught in the Departments of Microbiology, Medical Biophysics, and Microbiology and Parasitology, serving as Chair of the latter department from 1975 to 1982. She was Vice-Dean of the U of T's School of Graduate Studies between 1984 and 1989.

During her career Sheinin has served as a Visiting Research Associate at the University of Cambridge and at Britain's National Institute for Medical Research; as a Senior Fellow at Massey College; a Research Associate Fellow at the Ontario Cancer Institute's Division of Biological Research; and a France-Canada Exchange Fellow at the Institut de Recherches Scientifiques sur le Cancer in Villejuif, France.



For the past several months Vice Rector, Academic **Rose Sheinin** has been holding informal get-togethers to find out what people have on their minds. Faculty, students and staff gather over coffee in her Loyola Campus office to discuss matters of concern to them. The Thursday evening sessions have stopped for the summer, but they will resume in the fall. Civil Engineering professor **Michael Troitsky** (seen above), shares a laugh with the Vice-Rector during one of last month's sessions.

PHOTO: Paul Hrasko

by Ken Whittingham

The number one challenge facing Vice-Rector, Academic, Rose Sheinin is to motivate the faculty to play a more active role in defining Concordia's academic mission.

Nine months after assuming office, Sheinin says that she is still confronted by people who feel disenfranchised, who believe that they have nothing to contribute to Concordia's development.

"They've been saying to me in a variety of ways that they feel they don't have a voice. And that has really come as something of a surprise; it's a problem I didn't anticipate before coming to the job."

"It is clear that one of my major tasks is to find mechanisms for re-empowering the various sectors of the community: faculty, department chairs, and members of decanal teams, etc...."

During a wide-ranging interview at the end of a typically long day, Sheinin told *The Thursday Report* that she has been working hard "prodding everyone to begin to

develop their own academic vision for Concordia.

"The real joy of being at a university is to dream. If you don't give people the opportunity to dream, you can't expect them to do their very best."

"When people feel disenfranchised they're not dreaming; they're not providing the academic vision that's required for the University; they just don't perform well. Without dreams you take the joy away and turn jobs into drudge work."

"I hope to empower people to think beyond the strictures with which they seem to have encased themselves," she says.

"There's a lot of talk around here about people not being allowed to participate, but I think that's hogwash," Sheinin adds.

"It's normal at universities to have a creative tension between the senior administration and everyone else, but the rift seems exaggerated somehow at Concordia," to the point where "it has become almost like a caricature."

"Unlike what I hear a lot of people saying, I think that the senior academic administration here is terrific. I believe that their vision of the University is a good one."

"I find that the Rector is flexible, and that he provides terrific stimulus. The crucial challenge is how do you make the connection between the academic administration and everybody else? How do you make it possible for people in all segments to feel that they're actually contributing?"

No response

"There's a lot of silence at Concordia," Sheinin adds, "and to tell you the honest truth I don't really understand it."

As an example she cites the fact that there was no response from anyone during the first six months after the Rector unveiled the senior administration's view of Concordia University's mission.

"I had expected to see the pages of *The Thursday Report* just full of letters, and I was really amazed to see there were none —

... I hope to empower people to think beyond the strictures with which they seem to have encased themselves ...

PROFILE



PHOTOS: Paul Hrasko

Teaching and research: a natural equilibrium

Concordia fails to honour its commitment

Concordia should re-examine the methods it uses to evaluate its professors to ensure that adequate rewards are provided throughout each professor's academic career.

"A university professor teaches, does research and participates in the community," says Vice-Rector Academic, Rose Sheinin, yet the evaluation criteria in place at Concordia concentrate on one function only — potential research activity. They ignore the teaching and community activities (both internal and external) that form an integral part of a professor's workload.

"Concordia, like other universities, has been pushed very hard by financial pressures to place a heavy emphasis on research and scholarship, but it's time we brought the pendulum back to where it should be."

"Concordia is a university, not a research institute. Research forms a very important part of what we do in a university, but the context is different. At a university we deliver higher education — equal higher education — and we are, therefore, charged to do teaching. Yet it is quite clear that we are not honouring that commitment."

"There is no way that we can continue at Concordia without recognizing, honouring and rewarding that teaching function."

"Having said that, I think I understand after many years of working in this area that each one of us (i.e., each university professor) is very different."

"Our careers change over time; they don't remain static. At any one time someone will be involved more heavily in research, or creative activity, and less involved in teaching — perhaps doing no community activities at all."

"This is particularly so for young people when they have to establish their research credentials," she says. "Concordia should be prepared to allow them to do research almost exclusively at that point, let them begin to develop their teaching skills and do absolutely no committee work. When they reach tenure the thing will begin to shift."

"What you really want to do is look at the potential that people have, their commitment, and, obviously, their capabilities. But you shouldn't expect any one person at any one time to be doing all three things equally."

Just as importantly, "if we recognize that teaching is what we do at a university, we will have to pay attention to it; we should help people learn how to teach ... and not penalize them if they don't teach as well as they ought to. We haven't done that up to now... but we are going to have to if we intend being a great university."

— KJW

there were no complaints, no accolades, nothing.

"I'm told that a lot of people are still a bit disillusioned because past planning exercises at Concordia never quite jelled.

"But that sort of non-reaction (referring to the Mission Statement) is something that likely wouldn't happen elsewhere. At the University of Toronto, for example, you'd expect factions to form — for and against; meetings would be held; there would be marches and all the rest, but here there was just silence."

Echoing remarks she made to Senate in a "state-of-the-union" address on March 9, Sheinin told *TTR* that she intends to introduce a much more proactive process of academic planning at Concordia.

"As Vice-Rector, Academic, I have certain academic visions of the University — particularly as it relates to the Québec environment — and I am going to seek to introduce those visions for discussion by the entire Concordia community."

Surprisingly, she says, she has been told that some people feel she is overstepping her bounds by making such a proposal.

"It's really quite bizarre when you think about it; it just would never have occurred to me that someone would say 'how dare the Vice-Rector, Academic, engage in academic issues'... yet that is exactly what has happened."

"Well I'm afraid that I'm not going to wait for other people to come and tell me what they think my vision of the University should be. This is a democratic society and

I'm entitled to present my vision as I see it."

A false rift

Once again, Sheinin says, this negative reaction is indicative of the "false rift" that seems to exist at Concordia — what she calls "this odd dichotomy between what is considered 'The Administration' and everybody else."

As forceful as her vision may be, however, Sheinin says "I want to assure *TTR*'s readers that a Vice-Rector, Academic, cannot change the vision of the University all by herself, and certainly not without the support and co-operation of the community."

"Unless there are people out there who want the change, then it simply won't

be possible."

To compensate for the lack of spontaneous response to the University Mission Statement, Sheinin has "invited the deans and department chairs to recast the Mission Statement within their own units, within their own disciplines, and within groups of disciplines, and then plan on that basis to develop objectives, goals and strategies."

"There are two processes involving academic planning at Concordia right now," she says, "and they have to merge and come together. One is from the grass roots up, and the other from the senior academic administration down."

"There's a healthy concern on the part of the grass roots types — of which I have been one for many years — that the process is being overtaken by the top down, but that isn't necessarily how it has to be. The two

processes actually ask the same questions, and I think they are coming together.

"The important point at Concordia, as it is at every university, is to ensure that academic planning determines budget planning, and not the other way around."

"The processes for tying academic planning to resource management at Concordia may need honing," she says, "but they are coming along. It is something that I feel is very important."

Although she has been here only a relatively short time, Sheinin is proud of her efforts to institute a process of academic review "both as part of the academic planning process and to ensure that we are the very best that we can be."

Academic review important

As to the former, "It seems to me that if you don't review what you've done, you can't very well plan what you want to do

More is needed to enhance women's role

Affirmative action does not downgrade excellence

"Concordia is not doing all it can to promote the advancement of women, either in regard to hiring policies, promotions, combatting sexism in the University, or in terms of dealing with key issues of academic excellence."

"People tend to equate affirmative action, whether it be for women or other targeted groups, with a drop in excellence, but that's really not so," Rose Sheinin says.

"If we're going to be really excellent as a university we should be able to deal with all kinds of knowledge — not just the 10% that we've selected (for study) over the past 1,200 years."

"We should be able to understand that if people are going to collect and disseminate knowledge, it should encompass knowledge of all kinds — including knowledge of women, native people and other cultures in Canada."

"This should all be part of academic excellence, but unfortunately it isn't often considered so."

A feminist who has tried throughout her career to enhance the role of women in all educational spheres, Sheinin says that she is "disappointed that Concordia hasn't lived up to the expectations I had before coming here regarding its efforts to promote the advancement of women... We're not as far ahead in this area as I would like to see."

— KJW

PROFILE

next," she says.

And regarding the latter, "If you're going to be a great university, you have to take part in self-criticism and self-analysis. You cannot have excellence at any level unless you develop a mechanism to assess your own progress and the progress of everything you're doing."

"We tend to do that sort of thing automatically ... and certainly the idea has

Concordia can be a world leader in certain areas

'People here don't realize how unique we really are'

Concordia is extremely well-placed to become a leader in Canadian educational circles, but it seems afraid to assume "the mantle that is being thrust upon it."

That candid observation from Vice-Rector, Academic, Rose Sheinin describes her biggest disappointment since coming to Concordia last fall.

"People here don't seem to realize how unique we really are. We have a great deal of potential in areas which aren't typically considered by those universities which are more traditional, yet we suffer from an inferiority complex — both collectively and on an individual level."

"We don't seem to understand our great strengths" — either in terms of Concordia's multicultural reality or its ability to cater to non-traditional scholars (i.e., people who work during the day and have to study at night, or part-time, or in special programmes).

It is exactly this kind of education that people are going to be seeking more of in the future, Sheinin says. "We're going to have more older students, and more part-time and returning students."

"Rather than trying to copy other institutions which are going to be passé in their academic mandates," Concordia should "capitalize on the experience that we have and develop this as a major thrust."

"Concordia also presents a face — in colour, background and culture — which is very unique in Canada," she says. "I mean, where else can you see what is really a multicultural university? Yet we don't take advantage of this fact either. There's an experience here that would permit Concordia to be a world leader in this area."

"I'm very comfortable with this image because I think we've got a really great university. I just wish everybody else thought so, too."

Overcoming social stigma

Hammering home the point in a recent talk to the Concordia alumni chapter in Toronto, Sheinin said that one of the reasons she came to Concordia was "to work in an institution that I thought was on its way up. I think that many of the more traditional universities are not on their way up; for various reasons they're either plateauing or they're on their way down."

"Yet there seems to be a social stigma at play at Concordia" resulting from our "working-class background," she says. "Like its two founding institutions, Sir George Williams and Loyola, Concordia has never had a rich, élitist or aristocratic image."

Suddenly we find ourselves in a position of potential leadership, and no one seems to know how to handle it, she says.

"We've got to get over this; we have to know who we are and be very proud of it."

"I mean, we are **good**. Concordia's Faculties are superb; its students are good; its non-academic staff are extraordinary ... they work hard and they understand what the University is."

"Concordia, no less than any other, is an important institution of higher education in Canada."

— KJW

been present at Concordia at various levels, but I think it is important for the University to do it systematically. That's why I'm so pleased that it's beginning to be formalized within the Office of the Vice-Rector, Academic.

"Remember now, I am talking about evaluating the total delivery of higher education. In some disciplines that will mean the opportunity to learn and do lab research; in others it will be different forms of scholarship; in others it may be critical analysis or the performing arts. Every discipline has its own set of parameters."

"The Ministry of Higher Education and Science will soon require it (formal evaluation) anyway, so let's at least be ahead of

them and have our parameters in order so that we have some idea about how this should be done in the most productive, constructive manner."

Another priority item on Sheinin's agenda is the establishment of "a real academic appeal process for students" — perhaps something akin to the Ombuds Office, but strictly for academic matters.

Concordia already has "a pseudo appeal process," but Sheinin says she would like to see a mechanism that would allow students to go "to a totally unbiased, unprejudiced group of people from outside the (student's) department — and perhaps even outside the Faculty involved" — to look at their complaint or complaints objectively.

Universities must work to develop science policy

Concordia is as well-placed as any to do the job

"The development of science policy in this country is totally lacking in input from Canada's universities." Industry has been allowed to dominate policy development so completely that "we don't really have a science policy at all; it's really an industrial policy — a policy for moving technology to the marketplace."

That, in a nutshell, is the view of Vice-Rector, Academic, Rose Sheinin, who says that Canadian academics must begin to assert themselves to ensure that their voice is heard by government.

One of Canada's leading cancer researchers, Sheinin says "the process as it currently exists marginalizes universities and doesn't really address issues of human resources, which are crucial to any science policy. If you don't have the people, you don't have a science policy."

"There has always been a tendency for universities to feel that they are above the fray," she says, that "they are intellectual organizations that shouldn't dirty their hands in such menial tasks as transferring technology to the workplace."

Yet Sheinin says that universities — "including Concordia, which is as well placed as any other" — can make an impact on science policy development.

"Each university has its strengths and each has its weaknesses, and what one does in a competitive marketplace like this is sell one's strengths."

"Fortunately, Concordia has developed a very strong and quite unique Faculty of Engineering and Computer Science, and it has a great deal to offer. Our social sciences are also very, very strong, and we have an absolutely first rate Department of Psychology. There are all kinds of things that Concordia can do and has done. If you look at the Networks of Centres of Excellence Programme, you see that Concordia is very actively involved, not always as the prime unit, but as an essential component of the network."

"Unfortunately, our government doesn't consider humanities as a potential resource; they've been excluded," she says, "so Concordia, which has a large number of strengths in many areas of the humanities, finds itself with no mechanism to participate."

A teacher and researcher in the fields of physiology and biochemistry, Sheinin recently closed her laboratory after more than 25 years of active research in the fields of biochemical genetics and DNA replication; she was also actively involved in biotechnology transfer to industry.

Does she miss the lab work? "No, I don't really miss what I left behind," she told TTR.

"The scientific community is changing a lot, and it's no longer my favourite community. It's being invaded and taken over by commercial pressures; it's become fiercely competitive. You can just see the power brokers moving... it's not my favourite scene."

"I've reached the stage where I have accomplished a great deal with my scientific career and I'm very happy with that. I actually decided four years ago to close my lab in 1990. I didn't know what I was going to do when I closed it, but the eight people working in the lab have all been placed or gone on to different things, so this opportunity (the Vice-Rector, Academic's, job at Concordia) came at a very good time."

"As you know, I started moving into administrative work long ago. I was a graduate co-ordinator for many years, then chair of a department, then vice-dean of a graduate school. It's been a gradual transition, so in that sense this opening at Concordia did not mean any dramatic change in my work."

"And I haven't given up research altogether." Sheinin is currently immersed in a research project dealing with the history and culture of women in science and the formation of science policy in Canada. — KJW

SEAGRAM FUND FOR ACADEMIC INNOVATION

PREAMBLE:

The **SEAGRAM FUND FOR ACADEMIC INNOVATION** was established through a generous endowment to Concordia University from The Seagram Company Ltd., represented by its Co-chairman, Charles R. Bronfman, O.C. Its intent is to enable researchers, scholars and those involved in other kinds of creative activity at Concordia University to undertake new initiatives of national and international significance.

PURPOSE:

The **SEAGRAM FUND FOR ACADEMIC INNOVATION** will provide seed support for interdisciplinary projects involving research, creation or academic development, which will extend the core strengths at Concordia University. It is expected that once initiated through this programme, projects that are designed to continue beyond the funded period will solicit financial assistance from the University or external agencies.

INAUGURAL ADVISORY COMMITTEE:

Dr. Patrick Kenniff, Rector and Vice-Chancellor (Chair)
Dr. Anna-Beth Doyle, Faculty of Arts and Science
Professor Hubert Guindon, Faculty of Arts and Science
Dr. Wagdi Habashi, Faculty of Engineering and Computer Science
Mr. John Hobday, Joseph E. Seagram & Sons, Limited
Professor Chris Jackson, Faculty of Fine Arts
Dr. Christopher Ross, Faculty of Commerce and Administration
Dr. Rose Sheinin, Vice-Rector, Academic

CALL FOR APPLICATIONS:

Applications are invited from all sectors of Concordia University. The Committee will be particularly interested in proposals which have a potential impact on Canada as a whole. *Without limiting the topics or areas which may be encompassed in proposals*, the Committee suggests the following examples of areas of interest to it:

- the development of science policy in Canada;
- curriculum renewal that is inclusive of women, aboriginal peoples and cultural communities in Canada;
- promotion of literacy among the general public with respect to language, culture and science;
- research on higher education in Canada, such as the process of life-long learning, the emerging needs of the Canadian population, and the changing University student body;
- interdisciplinary research in areas of vital interest to Canada, such as the environment, the impact of technology, employment and urbanization.

PROCEDURES:

The Office of Research Services of Concordia University will administer the programme. The Call for Applications will be issued by the Director of the Office in the usual way.

DEADLINE FOR APPLICATIONS:

ALL APPLICATIONS MUST BE RECEIVED IN THAT OFFICE NO LATER THAN 15 NOVEMBER 1990.

ELIGIBILITY:

All faculty members and professional librarians are eligible to apply for an award.

CRITERIA FOR AWARD:

The awards made through the **SEAGRAM FUND FOR ACADEMIC INNOVATION** will be based on the following criteria: excellence, the potential for obtaining external support at the end of the award, interdisciplinarity and the clear national import of the research programme.

SCOPE OF THE APPLICATION:

The budget put forward in the application must be for expenses which emerge from the project itself. Requests for supplements to existing programmes will not be entertained. Salary components may be used only for technical assistants and for administrative/secretarial support for the project. No funds will be provided for salary for a member of the professoriate.

For the 1990-91 academic year, the total sum available for disbursement is \$175,000. While no minimal amount for each award has been set, it is anticipated that a small number of awards will be made.

'Despite the odds,' women are finally being recognized in science

Seven Concordians contribute to a book about women in science which evolved from Marianne Ainley's course at the Simone de Beauvoir Institute

by Carol Krenz

When Marianne Ainley began teaching "Women, Science and Technology" at the Simone de Beauvoir Institute back in 1987, she despaired at the lack of reference materials available. *Despite the Odds* is the result of that frustration. It is a comprehensive collection of highly readable essays on various aspects of women in the sciences which was compiled and edited by Ainley. Its contributors number around 35, seven of whom are associated with Concordia. (These are, in alphabetical order: Ainley; Kailash K. Anand, Mathematics; Janice Beaveridge, a student at S de B; Susan Hoecker-Drysdale, Sociology; Gillian Kranias, BA '88; Barbara Meadowcraft, S de B adjunct fellow; and Rose Sheinin, Vice-Rector, Academic.)

"We wanted this book to be easily accessible to high school students and other intelligent readers without being too purely scholastic," Ainley says.

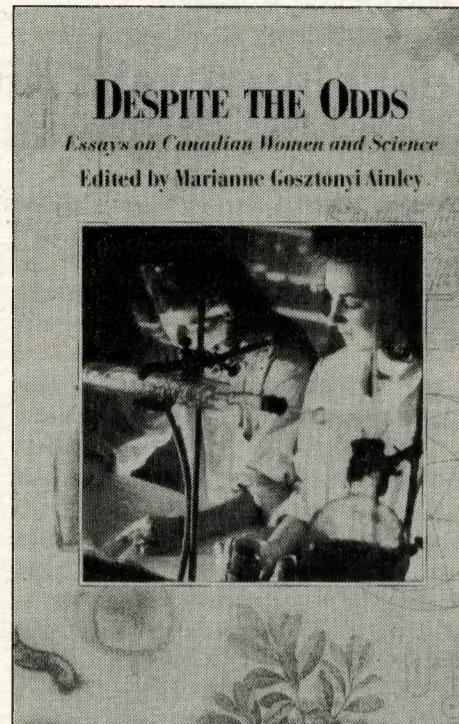
Spurred on by her friend and long-time colleague Mary Baldwin, another "invisible" chemist like herself, Ainley set out to put together a comprehensive look at the lives, the attitudes, the accomplishments and the difficulties of women in the sciences over the past hundred years.

"I've been writing about women in science since 1984 and at that time I started with only 24 names. I ended up with well over 100. The trouble is that the information is harder to get at than the gold in Fort Knox."

There are a number of reasons for the lack of documented scientific accomplishments by women. For one thing, the sciences themselves did not enjoy any great popularity nor offer anyone — male or female — a chance to earn a living at the beginning of this century. Science just wasn't 'in' until the late forties, after World War II. By then, various governments had employed physicists in the development of the atomic bomb and other deadly weaponry.

Gratified with the results of scientific research, governments began to fund more and more projects, thus enabling the scientist to make a decent wage. Unfortunately, the stereotypical scientist emerged, that of the slightly demented genius in the sterile white lab coat. And science became associated with destruction more often than with humanity. Feminists, also victims of conditioning, shied away from lauding the sciences because they didn't want to be associated with a negative image.

In the meantime, legions of nameless and voiceless women worked on in chemistry, zoology, and physics. These "invisible" women, fighting against male dominance in science, had to be content with doing the re-



search but never sharing in the honour of the published findings. Regardless of their degrees, women remained mostly in the ranks of lab assistants and technicians. Their "bosses" got and took the credit for much of their contributions and likewise applied for and received the much-needed grants. Ainley recalls that at one time she was "a footnote, rather than a co-author."

Women forced to choose

Another reason that deterred women from advancing further into scientific careers was that universities forced them to choose between marriage and their profession. Their male counterparts, of course, suffered no such impediments. *Despite the Odds* illustrates through interesting biographies, this particular struggle. In an essay entitled "Harriet Brooks, Canada's First Nuclear Physicist," authors M.F. Rayner-Canham and G.W. Rayner-Canham quote the lively Miss Brooks thusly: "...it is a duty I owe to my profession and my sex to show that a woman has a right to the practice of her profession and cannot be condemned to abandon it merely because she marries."

It was through the struggle of a few brave women that conditions slowly advanced and improved, but not without a price. Women who persevered as botanists, geologists and the like came to be regarded in a rather patronizing fashion as eccentric old maids.

Concordia's role in the history of women and education is rather positive, as Ainley points out. "Concordia was one of the first schools to let you study at night: And a lot of women were interested in getting a high

school education or their BAs and MAs in an effort to move up or at least remain better paid 'assistants.' On the whole, Concordia (Sir George Williams University), was more flexible and more open, catering to the student who did not fit into the mainstream of other notable universities' eligibility requirements."

Through the last four decades, women have been making strides despite the

hardship and "despite the odds." Ainley remains positive rather than bitter. She explains to her students that "generally speaking, women are now doing better in the sciences and besides, who said things were easy? It only goes to show how intelligent and resourceful a lot of women were and how much capacity women have to work long and hard. Women have proved just how able they are in the sciences."

Monster cocktail: toxicants in St. Lawrence harm sturgeon population

Ugly mix of pollutants in river sediment may lead to 'monster' fish, says Ecotoxicology's Perry Anderson

by Tim Locke

It is not his fault, but Concordia Ecotoxicology Centre director Perry Anderson is one of the most accomplished bad news gurus in the country. This is as it should be; it is his job to study the mess we make of our environment.

His latest research project is a case in point. The project, a study of "The Teratogenesis in St. Lawrence River Sturgeon Populations," is examining reports of incidences of deformed adult sturgeon in Québec waters. In fact the word 'teratogenesis' means, in plain English, the creation of monsters.

The problem takes on an added important dimension because Québec's commercial sturgeon fishery is the largest in North America.

The study is a co-operative effort between the Ecotoxicology Centre and Université du Québec à Montréal (UQAM) researchers Philip Spear, Réjean Fortin, Sam Cooper (who is also a scientist at the Institut National du Recherche Scientifique), and Raymond Leclair of UQ Trois-Rivières.

As is always the case with studies of toxicants in the environment, the group's findings will have broad implications. "The same event can occur in other vertebrates (birds, amphibians and mammals) including humans; it goes right up the metabolic chain," reports Anderson. "All natural organisms live in a 'hostile' environment," he continues. "It's very rare for deformed individuals to survive for any period of time as they usually fall to depredation or disease or starvation. So we can assume that if evidence of terata (monsters) shows up in the adult population the incidence of de-

formity in the young and embryos is quite large."

Sturgeon are benthic (bottom-feeding) fish. It takes a female 20 years to reach maturity, and during this time significant amounts of toxicants can accumulate in their bodies. The group's hypothesis is that polychlorinated biphenyls (PCBs), dioxins and dioxins, which are known to persist in St. Lawrence sediment, have accumulated in many adult females to the degree that they have affected the normal development of their offspring.

Anderson suspects that "Vitamin A and like materials are depleted; in the course of egg development in the female insufficient quantities are stored in the yolk and this leads to abnormal development — that is, monsters."

Thanks to help from experts from the University of Wisconsin and the innovativeness of Concordia-UQAM graduate student Alain Branchard and undergraduate Andrée Gendron, the researchers have been able to create, in the Henry F. Hall Bldg's sub-basement, the aquatic environment necessary for the successful hatching of sturgeon. This has caught the attention of scientists from the Northeastern U.S. because they hope to reintroduce the fish in a number of river systems from which they have disappeared.

Now the team is ready to examine eggs from sturgeon taken from different sites, with varying pollution levels, for their Vitamin A and pollution content and for abnormalities in development.

If the research confirms their suspicions they hope that appropriate measures can be instituted within the framework of the federal-provincial initiative to clean up the St. Lawrence.

"We have to save this important resource," warns Anderson.

If you can get students to enjoy linear algebra, you have to be the best

Mathematics professor Joseph Soric wins CUSA Excellence in Teaching Award

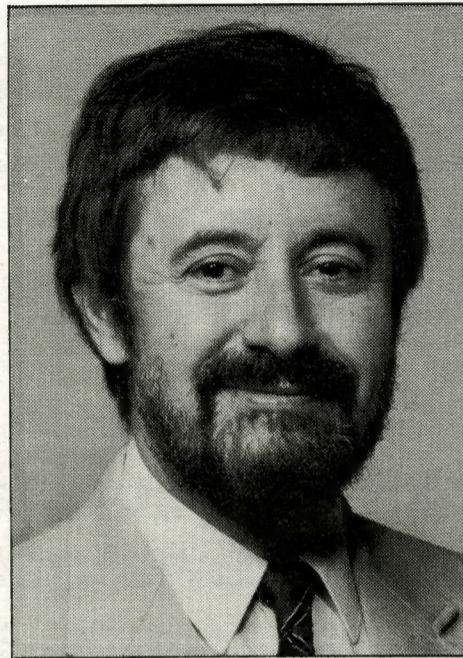
by Rachel Alkallay

Remember struggling painfully through calculus in CEGEP? Or fiddling frantically with functions in high school? It can be a great deal of fun, according to Joseph Soric of the Department of Mathematics at Concordia.

Soric has the CUSA Excellence in Teaching Award for 1989-90 to prove his students not only enjoy their classes, but they learn. Awarded the honour for his course in Linear Algebra, not usually considered the most enjoyable of university topics, Soric won it on the basis of 10 tough criteria: organizational material; ability to communicate (delivery style); flexibility and innovative techniques; openness to ideas; approachability and commitment; concern for students; enthusiasm and ability to create interest in the subject; knowledgeability; professionalism; and overall performance; says Yun Jen, former CUSA Vice-President of Education. Soric's outstanding ability to, in particular, communicate his ideas, and his commitment to teaching, gave the mathematician, a 26-year veteran of the University, the edge in a close field of 17 nominations from the Arts and Science Faculty.

The award, in its second year of existence, presents Excellence in Teaching plaques in both the Arts and Science and Fine Arts faculties, but no student nominations were received this year in the latter category.

Eligible to nominate professors are undergraduate students who have taken a course, or are currently taking a course with a professor. Written nominations are then judged by a panel which includes three



Joseph Soric

PHOTO: Charles Bélanger

professors and students from the Arts and Science Faculty Council, and one outside student, this year representing Finance.

A close race

Nominations must include one letter of support, and at least 10 supporting student signatures. Teachers' evaluation results, supplied by the Learning Development Centre, were included in the final decision this year because the nominations were so close. Nominations are screened for names and sex to ensure lack of bias. This year's nominations included an even distribution from all Arts and Science faculty departments.

The two honourable mentions this year were Chemistry's Rahat Khan, and Classics'

Gabrielle Baumgarnet.

Award-winner Soric, who began teaching at the Loyola Campus when it was still Loyola College — "I taught everything from trigonometry to topology," he recalls — feels that "a hundred other professors deserved the award more." Nevertheless, he is thrilled with the recognition.

His students obviously disagree with his modest disclaimer, and many former students have since called to congratulate him.

"Teaching is my life," Soric says.

And obviously his dedication and enthusiasm for mathematics is contagious for his fortunate students.

Teaching Award winner cares...and keeps his students laughing, too

Ahmad wins Commerce & Administration Teaching Award

by Rachel Alkallay

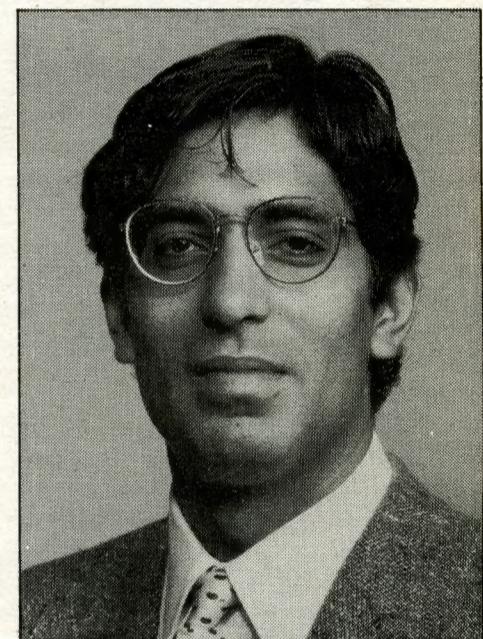
As a student, Arshad Ahmad had certain beefs against university teachers. He says some of them "didn't give a damn about students" and were more preoccupied with their research. "Sometimes I couldn't even understand them verbally, let alone the material," says Ahmad, who obtained a BComm at Concordia as well as a Diploma in Management and an MBA at McGill. "And there were others who would just fill the board with formulas, one after the other, and you were flabbergasted sitting there." He also had a hard time with those who had no time for students during office hours and had "this air about them that made them superhumans."

Today, he says he is "definitely impressed" that Concordia has been emphasizing teaching excellence in the last five or six years. But Ahmad, who has been lecturing in the University's Finance department since 1982, is more than impressed, he's impressive: he won the 1989-90 Distinguished Teaching Award of the Faculty of Commerce and Administration.

Award nominees are subjected to a rigorous evaluation process which includes: the investigation of how the professor consults with students outside the classroom; curriculum development, including the introduction of new courses; and developing innovative teaching methods.

He credits people who inspired him for encouraging him, especially Nancy Adler, the "very dynamic" McGill professor who wanted him to get a PhD from Harvard, and former Finance chair Cleve Patterson, who told him to "pull up his socks" and teach different courses following a poor evaluation at the end of his first year of teaching.

To Ahmad, the award means his goal has been attained: that he made Finance understandable and interesting for his students. "It's tremendously satisfying to be able to influence these young minds who are going to be choosing careers," he says. "I usually ask them how many are going to be Finance majors and usually one or two hands are raised. And then by the end of the term, there are quite a few hands. So I take part credit



Arshad Ahmad

PHOTO: Charles Bélanger

for that." Then, modestly, he laughs.

Lots of Laughter

In fact, laughter partly explains why students love to attend his classes, even though they don't have to since every lecture is basically included in a book he wrote in 1987. (Laughing again, he says selling *Essentials of Finance: A Problems Approach*, published by Concept Press, a division of Holt, Rinehart and Winston of Canada Ltd., is "what Finance is all about!")

"I joke a lot in class, it's not a formal affair. We try to have fun, not just learn. I think that's what works for me." Students also like the bonus question he includes in his Finance exams on how to improve the course. Marker Marie-Anne Momusse says the older students know that there is little left to improve.

So what does the son of a former Exxon tax lawyer in his native Karachi, Pakistan, do after winning a teaching award? Married last September to Freda Stoltz who holds an MBA and who he used to tutor at McGill, Ahmad says he believes he is "at the crossroads." After teaching for eight years and consulting for six, he is considering getting a PhD in international business and/or working in industry.

Promotions

Eusebius J. Doedel (PhD — University of British Columbia) has been promoted to the rank of Full Professor in the Faculty of Engineering and Computer Science. He joined the Department of Computer Science at Concordia in 1979 and was promoted to the rank of Associate Professor in 1982.

Born in the Netherlands, Dr. Doedel came to Canada in 1968 and studied mathematics at the University of British Columbia. From 1975 to 1979 he was a Research Fellow in Applied Mathematics at the California Institute of Technology.

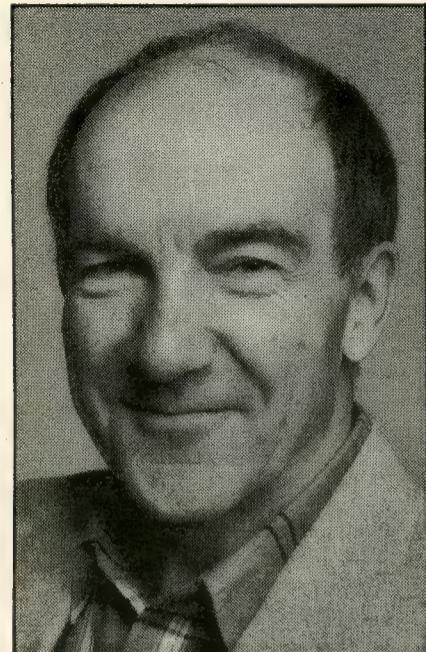
Dr. Doedel's research interests are in the area of numerical analysis with emphasis on algorithms for analyzing non-linear phenomena. Between 1978 and 1982 he developed a general stability theory for discretizations of linear and non-linear differential equations. This

theory was published in a sequence of papers in leading journals.

Since 1982 Dr. Buell has been primarily interested in algorithms and mathematical software for bifurcation problems in differential equations. This work has found applications in many areas of science and engineering and it is perhaps this work that is best known internationally.

Dr. Doedel has given a large number of invited lectures on the subject at conferences, universities and research institutes around the world. From 1985 to 1988 he was Visiting Associate in Applied Mathematics at the California Institute of Technology. During this period he also gave graduate courses on his research at the University of Utah and the University of Minnesota. Since 1989 he has been an editor of the SIAM Journal on Numerical Analysis.

Who's who?



John Buell created Professor Emeritus

John Buell (PhD — Université de Montréal) has been elevated to the rank of Professor Emeritus in the Department of Communication Studies. This caps a 37-year career at the University; he began his career at Loyola College in the Department of English.

Dr. Buell has always been known as a superb teacher. Former students continue to praise not only his classes and his teaching, but also his capacity to inspire and challenge students and instill caring, a passion for truth, ideas and the visions that lie hidden behind the construct of words.

For years his courses on Media and Culture and the Definitions of Media Technology were the theoretical heart of the Department of Communication Studies, which Dr. Buell co-founded.

Dr. Buell's thoroughly developed perspective is uniquely Canadian and has helped set the Department of Communication Studies apart from other communication programmes in North America.

A novelist of international reputation, Dr. Buell has had a long and productive career as a creative writer and thinker who has been especially sensitive to the psychological and moral problems of our times. Over the years his books *The Pyx*, *Four Days*, *The Shrewsdale Exit*, and *The Playground* have appeared in 33 editions, both in paperback and cloth, in nine countries and in seven languages.

Two of his novels have been made into motion pictures; *The Pyx* was filmed in 1973 and *The Shrewsdale Exit* was filmed in Paris in 1975 under the title *L'Aggression*.

In his work Dr. Buell shows a sharp understanding of the moral conflicts and dilemmas created by the crime- and drug cultures of our era.



Litner joins team at Applied Social Sciences

Bluma Litner (BA Honours French, McGill University, MA French, Sorbonne) has joined the Department of Applied Social Sciences as a full-time assistant professor.

Litner taught Interpersonal Relations and Group Dynamics and Introduction to Social Problems in the department during the last school year. The Montréal native also works as a consultant for the University's Applied Social Sciences department's Centre for Human Relations and Community Studies.

Litner has enjoyed a long history with the University. She first joined Concordia in 1971 as a French lecturer in the Languages department. She then spent a year as Chair of French Studies. She then changed career gears and between 1976-81, was Assistant Dean of Students. In 1981 Litner left the University to start a human relations consulting practice, and pursue graduate work.

While a consultant, Litner was named to the 21-member policy advisory board of the Social Sciences and Humanities Research Council (SSHRC), a major Canadian body that oversees the funding that goes to social sciences and humanities research. She is the only representative from the University on the board and was recently appointed to a second three-year term. The SSHRC is a major granting body for the University.

Litner has studied organizational behavior and human relations at the National Training Laboratory (NTL) in Maine. She is currently finishing her Doctorate degree in Education Theory at the University of Toronto.



Nash part of Geography department

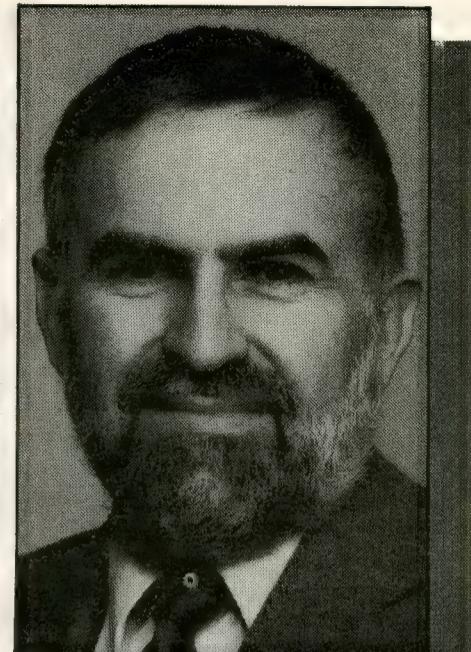
Alan Nash, who taught geography at Concordia during 1984-85, has returned to the University as an assistant professor in the department.

Nash deals with the 'human' side of geography. Over the winter term, he taught a graduate level course on the changing Canadian population and immigration, and next fall he will be teaching an introductory course on Human Geography.

He comes to the University from Ottawa, where he was a research associate at the Institute for Research on Public Policy. Prior to his stint in Ottawa, he taught geography at the University of Sheffield in his native England for two and a half years.

In Canada, Nash has taught at Queen's University in Kingston, Ont., and at the University of Western Ontario in London.

Nash, who earned both his BA and PhD degrees from Cambridge University in England, has edited a book on refugees and human rights as well as authoring articles on business immigration in Canada.



Planells found in Modern Languages department

Antonio Planells has joined the University's Modern Languages department as a professor. He comes to Concordia from Howard University in Washington, D.C.

Prior to that, he taught Spanish, Spanish American Literature and Latin American studies at several American universities.

Planells, born and raised in Argentina, also taught science and humanities courses in his native country before moving to the U.S., where he obtained his PhD at the Catholic University of America in Washington, D.C. in Spanish Language and Literature.

The Modern Languages professor has written two published books on literature and language and has three more books in the works. In addition, he has published roughly 30 articles. His major interests are Spanish American 20th century literature and literary criticism.

Concordia to award

Eight distinguished guests will be awarded honorary degrees at Concordia University's June convocation ceremonies, to take place from June 7th to June 13th, 1990.

Honorary Doctor of Laws degrees will be presented to author and women's rights activist **Doris Anderson**,

Power Corporation Chairman and Chief Executive Officer **Paul Desmarais**, inspirational American high school teacher **Jaime Escalante**, physicist and educator **Ursula Franklin**, cinematographer and writer **Wally Gentleman**, Hurtig Publishers Ltd. President **Mal Hurtig**, Nobel Prize winner and peace



PHOTO: Gerald Campbell Studios

Doris Anderson

Author, editor, businesswoman, civil libertarian and women's rights activist Doris Anderson has played a leading role in promoting a variety of social causes in Canada during the past two decades. Educated at the University of Alberta, her early career was spent in script writing and publishing short stories. She later worked as Editor of Chatelaine Magazine for 20 years before being appointed President of the Advisory Council on the Status of Women in 1979. She has also served on the boards of the Metropolitan Children's Aid Society, the Canadian Institute on Public Affairs, the MacMillan Publishing Company, Maclean Hunter Limited, the Canadian Institute for Public Policy and the Canadian Film Development Corporation. A former member of the Board of Governors of York University, Ms. Anderson has served as a member of the Ontario Press Council and the Canadian Civil Liberties Association. She is a regular columnist for *The Financial Post* and is working on her third novel. Ms. Anderson is an Officer of the Order of Canada.

Paul Desmarais

A native of Sudbury, Ontario, Paul Desmarais is Chairman of the Board, Chairman of the Executive Committee, and Chief Executive Officer of the Power Corporation of Canada and Chairman of the Board of La Presse, Ltée. A Companion of the Order of Canada and an Officier de l'Ordre national du Québec, Mr. Desmarais, 63, was educated at the University of Ottawa (Commerce), and holds honorary degrees from the University of Moncton (LL.D.), Wilfrid Laurier University (LL.D.), University of Ottawa (D.Adm.), St. Francis Xavier University (LL.D.), Laurentian University (LL.D.), McMaster University (LL.D.), Université de Montréal (Doctorate Honoris Causa), and Memorial University of Newfoundland (LL.D.).

Mr. Desmarais serves as Chairman of the Canada-China Trade Council, and is a member of the Business Council on National Issues, the Chambre de Commerce de Montréal, and the Montréal Museum of Fine Arts.

His directorships include Power Corporation of Canada, Power Financial Corporation, Great-West Lifeco Inc., The Great-West Life Assurance Company, Power Financial Capital Corporation, Investors Group Inc., La Presse, Ltée, Pargesa Holding S.A., Fishery Products International Limited, Groupe Bruxelles Lambert S.A., The Lambert Brussels Corporation, Petrofina S.A., and the Seagram Company Ltd. Mr. Desmarais is also a member of the International Advisory Committee of The Chase Manhattan Bank, N.A. and honorary director of Fishery Products International Limited.

Please contact the Public Relations Office at 848-4880 for further information about convocation times, locations and speakers.



PHOTO: Gerald Campbell Studios

Jaime Escalante

American high school teacher Jaime Escalante has made an extraordinary contribution to the development of education in the United States and abroad. His students at an underprivileged inner-city school in East Los Angeles have set standards in mathematics all but unequalled in American education. Through gentle coercion, deft showmanship and sheer force of character he pushed them to levels they never imagined they could achieve. It is Jaime Escalante's gift to see beyond poverty and neglect to the real potential of young minds.

No other educator in the past decade has produced such spectacular results in such a difficult setting, all the while offering many encouraging answers to some of the most important social and educational questions of our era. By honouring Mr. Escalante, Concordia University is honouring the noble tradition of teaching, and honouring all of those whose determination, inspiration and hard work prove very forcefully that one individual can make a major difference in society.

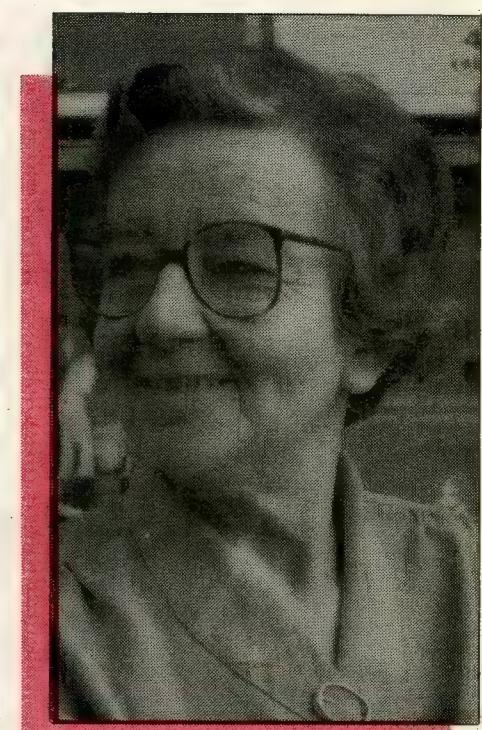


PHOTO: Martin Franklin

Ursula Franklin

A world renowned physicist and educator, Dr. Ursula Franklin is a specialist in the structure of metals and alloys. Among her many accomplishments, she pioneered the developments of archaeometry, which applies the modern techniques of materials analysis to archaeology. She has also worked continuously to educate society and scientists on the impact of science and technology on human survival and the quality of life.

Educated at the Technical University of Berlin and the University of Toronto, Dr. Franklin has helped to develop science policy in Canada through her work on the Science Council of Canada and the Natural Sciences and Engineering Research Council. She is the first woman appointed University Professor at the University of Toronto, an Officer of the Order of Canada and a tireless advocate for Science for Peace and equality for women in society.

A woman of eclectic interests, Ursula Franklin has gathered and analyzed data on such varied topics as the accumulation of strontium 90 in Canadian children's teeth as a result of fallout from nuclear weapons testing, and the dating of copper, bronze, metal and ceramic artifacts of prehistoric cultures in Canada and elsewhere. No stranger to Concordia University, she served as a consultant in an evaluation of Concordia's Science College. She has been named the winner of the Wiegand Award, which recognizes Canadians who have made outstanding contributions to our understanding of the human dimensions of science and technology. In April past she was awarded the Order of Ontario.

eight honorary degrees

activist **John Polanyi**, and Acadian author and playwright **Antonine Maillet**.

The Convocation ceremonies will be held in Place des Arts' Théâtre Maisonneuve and Salle Wilfrid-Pelletier and in Concordia's new Concert Hall, located at the University's Loyola Campus, 7141 Sherbrooke

Street West.

Approximately 3,000 students will graduate from Concordia's four faculties: Fine Arts; Arts & Science; Commerce and Administration; and Engineering and Computer Science.

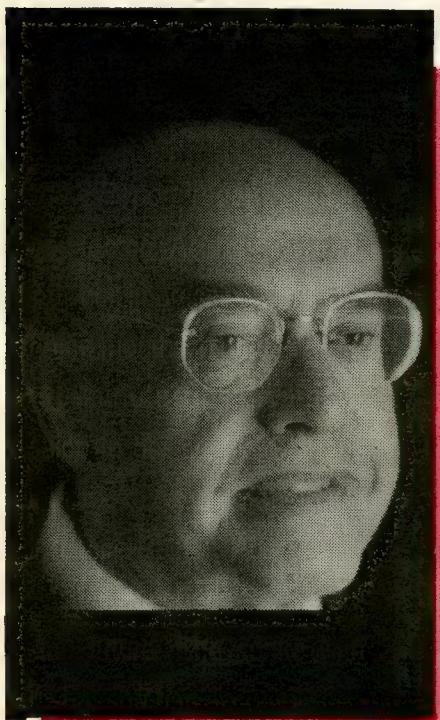


PHOTO: William Byers

Wally Gentleman

During a long career of active film-making on two continents, director, producer, cinematographer, writer, visual effects specialist and systems engineer Wally Gentleman has been involved in every facet of the art and science of motion picture production. The special visual effects he produced during his tenure with the J. Arthur Rank Organization in Great Britain were used in some of the most prestigious productions of that era. Later, as a director with the National Film Board of Canada, Mr. Gentleman played a leading role in developing Canada's nascent film industry.

His feature film and documentary work has received international acclaim for his work in both cinema and television. Gentleman was appointed special effects director on the Stanley Kubrick film *2001 A Space Odyssey*, and he has since worked with most of the major studios in Hollywood.

A former research lecturer at McGill University, Mr. Gentleman has lectured extensively throughout North America between feature film assignments and he remains in the vanguard of those developing exciting new technical and artistic concepts. Most recently he and his associates have been working on three-dimensional exhibitions of motion pictures and a radically-innovative production system called "Futuronics."

His many honours include a Technical Achievement Award from the Academy of Motion Picture Arts and Sciences, several Academy Award nominations, and an Award of Honour from the Canadian Science Film Foundation.

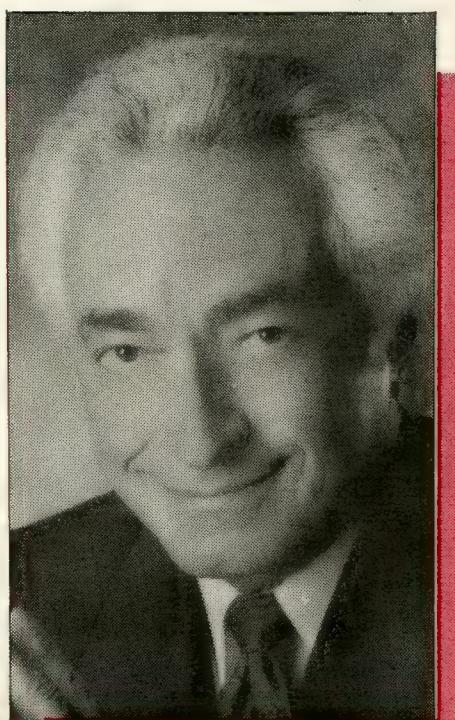


PHOTO: Hammond Studio

Mel Hurtig

Alberta-born Mel Hurtig has spent more than 30 years supporting and nurturing the book publishing industry in Canada. From a small bookstore that he opened in Edmonton in 1956, Mr. Hurtig went on to build a major book retailing business. Since the early 1970s he has concentrated all of his energies on publishing Canadian books. Named Canadian Book Publisher of the Year in 1974 and 1981, Mr. Hurtig currently serves as President of Hurtig Publishers Ltd. and President of the New Canadian Encyclopedia Publishing Ltd.

In addition to his business ventures Mr. Hurtig has served as President of the Edmonton Art Gallery and as a member of the University of Alberta Senate. An ardent Canadian nationalist, he was founding Chairman of the Council of Canadians and a founding member of the Committee for an Independent Canada. A Companion of the Order of Canada, he has also served as an advisor to the Canada Council, the Canadian Council on Social Development and the Pollution Probe environmental group. He is a past Chairman of the Board of the Canadian Booksellers Association and a member of the Association of Canadian Publishers.

Mr. Hurtig has received numerous awards, including the Royal Society of Canada's Centenary Medal and the Alberta Government's Achievement Award, and honorary degrees from York University, Wilfrid Laurier University, the University of Lethbridge and the University of Alberta.

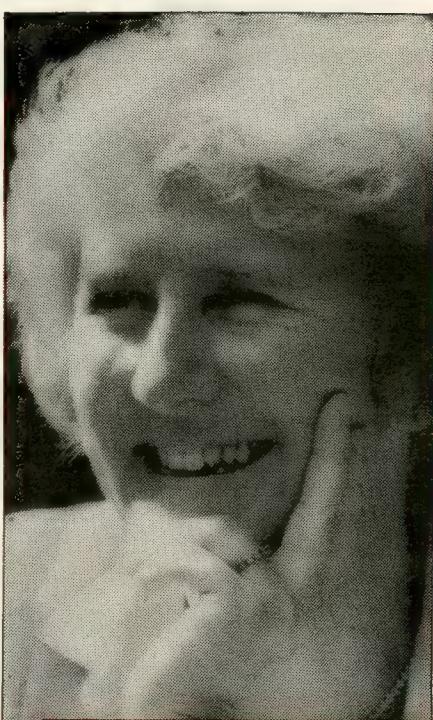


PHOTO: Guy Dubois Studios

Antonine Maillet

One of the true giants of the Canadian artistic community, Acadian author and playwright Antonine Maillet has written more than 20 works during her distinguished career, including the internationally-acclaimed *La Sagouine*. Born in New Brunswick in 1929, Mme. Maillet has travelled the world teaching, lecturing and receiving innumerable honours and prizes, including being made a Companion of the Order of Canada and receiving the Governor General's Award, the Prix du Conseil des Arts, Prix des Volcans (France), Prix Littéraire de la Presse, Prix Goncourt and the Chalmers Canadian Plays Award. She is an Officier des Palmes académiques françaises, an Officier des Arts et des Lettres de France, a member of the Royal Society of Canada, a member of P.E.N., the international writers association, President of Artists for Peace (Québec), a member of the Haut Conseil de la francophonie and the recipient of more than a dozen honorary doctorates. Among her many responsibilities she also serves as Chancellor of Université de Moncton.



PHOTO: Harry Palmer

John Polanyi

Nobel Prize winner and internationally-known peace activist John Polanyi is one of Canada's leading physical chemists and a renowned authority on reaction dynamics, a new field of chemical physics. His studies of the way molecules combine to form new compounds helped to revolutionize the field of reaction dynamics and has diverse applications in medicine and industry. It is this research, begun at the National Research Council (NRC) in 1952, which led to his 1986 Nobel Prize.

Dr. Polanyi's long and pioneering contribution to science has been matched by his deep concern for major public issues. For more than 30 years he has been an outspoken anti-nuclear activist and a forceful critic of the state of university research funding in Canada. The distinguished chemist believes that scientists should involve themselves more in public affairs, and the consequences, impact, and possible repercussions which scientific discoveries may have on the health of society.

The author of more than 170 papers in scientific journals, plus articles on science policy and armaments control, Dr. Polanyi joined the University of Toronto Chemistry Department in 1956 after establishing himself as one of Canada's pre-eminent scientific researchers at the National Research Council. He was made a Companion of the Order of Canada in 1987. No stranger to Concordia University, the anti-nuclear activist delivered the 1988 Consolidated-Bathurst Lecture, entitled "The Responsibility of Scientists in an Age of Science."



Hardly your 'average' MBA grad

by Silvia Cademartori

Lindsay Cowell-Plain considers himself an average guy. Those who know him don't.

He's hardy, outgoing and makes friends easily. Cowell-Plain has just graduated from the University with an MBA. Like your average guy, he loves baseball, hockey, football, the outdoors and working on his computer. Cowell-Plain is also a quadriplegic.

Tina Mintz, a Concordia graduate and friend of Cowell-Plain, describes him as opinionated and brash, but she does so with a laugh.

"It's only because he's so self-assured. He knows what he wants. He's a no-nonsense kind of guy who shoots straight from the hip, and he's intelligent. That's a powerful combination," says Mintz.

Cowell-Plain, though, says at times he wasn't always so assured.

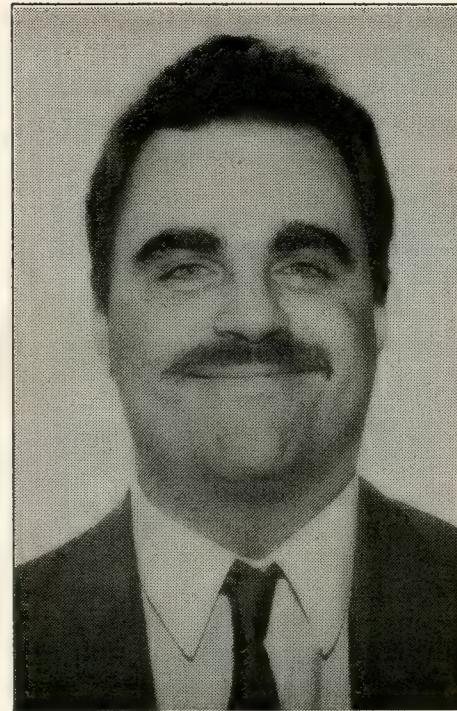
"University can be intimidating for many students, more so for disabled ones,"

recounts Cowell-Plain, a former athlete. "People are naturally curious, and they will look at you and you can't help but stand out sometimes. When your class is in one of those auditoriums that seat 100 students, you can't sit with everyone else. When you're sitting in your chair on the floor by the professor, people are going to look at you."

Cowell-Plain's road to a University degree was a challenging one. He had to struggle, sometimes daily, with things most students take for granted. Just entering some University buildings was a challenge. But he always found out about ways to get in some buildings, even if it meant going through delivery entrances and backdoors.

Those facts, says Mintz, who met Cowell-Plain at the Disabled Student Services Centre and who is disabled herself, make Cowell-Plain naturally competitive, which will give him an edge in the business world.

Cowell-Plain looks back at his five years at the University as good ones. Thanks in part, he says, to the University's Disabled



Lindsay Cowell-Plain

Cowell-Plain explains that he's been in a wheelchair for 10 years, the result of a football accident. After three years of rehabilitation he returned to Dawson College to complete a diploma in Civil Engineering Technology. He then received a BA in Civil Engineering at Concordia. Immediately after, he entered the MBA programme. When Cowell-Plain talks about his past, there is no remorse, only a well-thought attitude that is easy to hear in his voice.

"Lindsay grew here," explains Ann Kerby, Assistant Dean of Students and Director of Handicapped Services. "Anyone who has a debilitating accident in their late teens needs a length of time to adjust, it's especially hard on them. That adjustment for Lindsay was made at Concordia. He learned that he really could be accepted for his personal qualities. His disability was number 10 on the list, not number one."

Cowell-Plain has received many academic scholarships, including a Shell Canada scholarship in 1989-90, a Fonds pour la Formation de Chercheurs et L'Aide à la Recherche(FCAR) scholarship, and for three years Cowell-Plain was a recipient of an Imasco Scholarship for disabled students.

"Now is going to be the real challenge," says Cowell-Plain about finding employment. "Nothing is given to you. You have to earn it and I'm confident I'm going to make it."

If the hurdles Cowell-Plain overcame as a student are any indication of his determination, he will.

BA the quick way — or how to study for 2 years without a break

by Rachel Alkallay

What do you do if you need to get a degree, but you don't have the time or money to do it in three years?

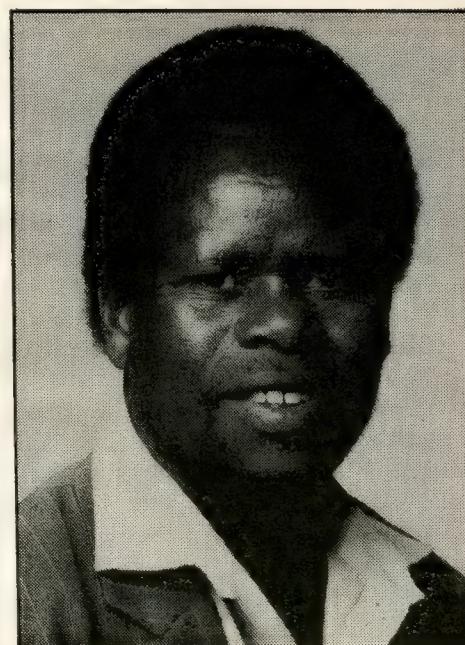
You burn the midnight oil — every night; spend your weekends in the library, and take 21 credits in the summer.

That's what Simon Kogo did. Kogo, an Education and Religion student who came to the University by way of sponsorship from the Ministry of Education in his native Kenya, took 30 credits in Fall '88 and '89, and 21 credits in the summer of '89 to complete his Bachelor's degree in (slightly under) two years. Twenty-one continuous months of non-stop study.

A high school teacher in Eldoret, one of Kenya's largest cities, Kogo, who already holds a diploma from a university college, plans to continue his studies in Education at the Master's level in either London or Kenya in the fall. He hopes to receive another scholarship in order to do so.

As a developing Third World country, Kenya is spending massive amounts of money and energy in educating her people, said Kogo. Eleven other Kenyans arrived in Montréal when he did to further their educations.

The soft-spoken Kogo, who misses his several children back home, says that staying ahead is the key to doing a degree in such a short time. He would research his papers for two or three days in the library, then spend a maximum of one and a half days writing them by hand. (He has beautiful handwriting.) The minute he finished one



Simon Kogo

PHOTO: Charles Bélanger

paper, he began research on the next assignment. He spent his life at the library — and for two years, a social life was non-existent.

As a teacher for over 10 years — primarily teaching Swahili and religion — Kogo had the advantage of understanding assignments from the teacher's perspective.

His time in Canada marks Kogo's first sojourn out of Africa, and while he said the cultural shock was "different," he finds Canadians to be a very warm, generous, and kind people, giving him the support necessary during his highly-pressured stay.

He dearly wants to visit Canada again in the future, after he completes his MA.

Knowing Kogo, that will probably be in another year.

Student Services.

"If I needed a class location change because it was inaccessible, Disabled Student Services would have it changed for me. I need extra time to write exams," adds Cowell-Plain, "so they would set up the room and arrange for extra time if it was a really long exam, because I'm a little slow at writing."

Sitting in his St. Henri apartment with his three cats Tarzan, Snoopy and Cuddles,

60-plus: a good age to graduate from Concordia University

This month's Convocation ceremonies will see more than a dozen graduates who are over 60 years old. Two of them, in fact, were born in 1917, which makes them 73 years young.

The, shall we say, "mature and wise" graduates majored in such diverse fields as German, Philosophy, Anthropology, Western Society and Culture, Art History, Sculpture and Creative Writing.

GRADUATING?

All students completing Certificate, Degree or Diploma requirements during the summer 1990 session who therefore expect to graduate this fall must apply to do so by June 15th, 1990.

Fall 1990 graduation application forms are available at the registrar's services department on each campus.

(LOYOLA: AD-211)

(SGW: N-107)

STUDENTS WHO DO NOT APPLY BY JUNE 15TH WILL NOT GRADUATE THIS FALL.

Climbing the work summit

Disabled Summit School student Jerry Annett is proving himself in his job at the Concordia Bookstore

by John Timmins

The question: "How do you like your job?" The answer: "It's okay, man!" When 19-year-old Jerry Annett answers with a thumbs-up sign and a look in his eye that says — let me get back to work — you know he means it.

Annett is a developmentally disabled student who has been attending Summit School in Montréal most of his life. This February he was placed in a part-time job at the Concordia Bookstore. Since then, he hasn't looked back.

Under close supervision by Franca Baratta, senior job coach at Summit School, and with the guidance of Bookstore manager Lina Lipscombe and her staff, Annett has learned job skills in the mailroom and on the Bookstore floor.

Summit School goes back to 1963 as a pre-school started by four Montréal families. When principal Gloria Cherney joined the staff in 1969 there were 39 students. Today, Summit School is located at 1750 Deguire in St-Laurent and boasts 250 students, ranging in age from pre-school to 21, all of whom are developmentally disabled to a degree.

It is a private school, independent of any school board, and there are no fees. Ninety per cent of funding is from the Department of Education, with the balance coming from the private sector through fund raising efforts.

A number of Summit School children do eventually graduate into the normal school system, but for many the opportunities outside the home are severely limited and Summit School is one of the few organizations in the city that will provide opportunities and care.

In 1985, a job placement programme was created for "high functioning" students like

Annett, who can read and write and who have a chance at being integrated into the workforce. This year, 11 students were placed in factory jobs, restaurants, a law office and other work venues suited to their skills, behaviour and personality.

The most important component of the programme is a one-on-one (job-coach) intervention whereby a staff member accompanies the student on the job and gradually spends less time there. The jobs are thoroughly appraised by the job coach in order that the student and job are perfectly matched. A full-time job, and not frustration and disappointment, is the desired eventual

outcome. To this end, Summit School can boast a 97% success rate.

After two failed attempts at placing Annett in jobs where he became bored quickly, the Concordia Bookstore job became available. Gurit Lotan, director of the job placement programme at Summit School, made the initial contact with Concordia through Charles Giguère, Vice-Rector, Services, who is the Chair of the Board of Directors at Summit School. A meeting was arranged with service managers at Concordia, a presentation was made and within a matter of days Lipscombe and her staff decided unanimously to accept Annett in a trial case

for all service departments at Concordia.

Lipscombe admits to a few initial doubts. "There was a balance to be drawn between compassion and hard economic realities. We didn't know what to expect. We gave him work that we would have hired somebody to do. If it had been a busy time and we had to pay him we might have thought differently," she says.

But now chances are that Jerry Annett is headed for success. According to his colleagues, he is a changed man and very proud of himself for having earned himself a paying job that he enjoys. That, after all, is success by anybody's standards.

Not just news...but the BEST news



Graduating Journalism Diploma Programme student Doug Crosbie is this year's recipient of the \$1,500 Al Cauley Award, given for the best radio news and public affairs documentary. The late Al Cauley was a well-known sportscaster with radio station CJAD. Crosbie is shown above with CJAD News Director Gordon Sinclair (at left), who presented him with his cheque.

PHOTO: Charles Bélanger

Twins peak

Michel Dionne, 23, an Actuarial Math Co-op graduate, nabbed both the Governor General Award for highest GPA, and the Mappin award for graduating student with the highest GPA in a science program, with a GPA of 4.26. And he thanks his twin brother Pierre, who was in the same programme, for that feat.

"He's the reason why I won the awards," laughs Dionne. "We studied together and

Family matters

The Rothwells have given new meaning to the term 'all in the family.' Mom Lois, an English major, and daughter Melanie, a Sociology major, will be accepting their diplomas from the University together this month along with Melanie's boyfriend, Graham Turner, a double History and Sociology major.

The younger Rothwell finished her

took the same classes. We helped each other out. We didn't want to get beaten (academically) by another student so we had a friendly competition between us." Pierre's GPA was 4.0.

Dionne is flattered that people call him and his brother "two brains," but adds, "We worked hard for it and when you do, you can achieve a lot."

programme last May, but postponed filling out the graduation form in order to attend the commencement exercises with her mother and boyfriend.

The senior Rothwell resumed her education after putting it on hold for more than 30 years, and describes going back to school as "great." But she says of graduating with her daughter, "nothing compares to it."

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Letters

Editor's Note: The following was sent to TTR by Claudette Fortier, Concordia's International Student Adviser, as an "open letter" to the Concordia community.

Concordia welcomes students from more than 90 countries. The International Student Office is looking for families and individuals who are willing to give newly-arrived students a home for a week, providing them with room and board at no cost.

Homestay will help these students in their transition into Canadian life while

providing a secure place to stay for a short period of time. The programme also aims to give families and individuals an excellent opportunity to establish a friendship with someone from another culture.

For further information, or to request an application form, please call 848-3514. I would also appreciate it if you would inform us of any friends or relatives who might be interested in the programme.

Claudette Fortier
International Student Adviser

» **To the Editor:**

I was interested to learn from the May 3rd issue of *TTR* that two faculty members of the Psychology Department are involved in aging concerns under federal sponsorship. In 1966, after a 12-year stint as a caseworker in a local community social service agency serving the elderly, I proposed to the Department of Applied Social Science that a course in Social Gerontology be offered as a means of sensitizing students to the emerging phenomena of an increasingly aging population.

The course, Applied Social Science 411 (later renumbered 321) was offered each year for two decades. It dealt with the biological, psychological and sociological

aspects of growing old. Predictably, the course always filled its enrolment quota.

In February 1986 the Applied Social Science Department ruled that the course would be deleted from their offerings. This occurred at a time when the subject theme grew increasingly comprehensive and when elder concerns were touching, directly and indirectly, everyone in the Concordia community and elsewhere.

However presumptuous my hunch did seem then and now, the students contemplating an orientation of the aging phenomena were the losers by the untimely demise of the course.

Jack Goldner,
retired

Editor's note: The following letter, addressed to Me André Gervais, Chairman, Concordia Board of Governors, was forwarded to TTR for publication.

We, the undersigned members of the Concordia University Physics Department, wish to register our objection to the uncompromising approach of the University and its negotiating team. The attempt to introduce a completely new concept into our contract

in a unilateral manner undermines the spirit of collegiality which has governed our past relations. Your (the administration's) proposal to cap salaries would only lead to discouragement of the faculty in their endeavour towards excellence. We urge the University to resume meaningful negotiations.

S.K. Misra
D. Charlton
R. Kovacs
S. Morris
S. Dubas
C. Kalman
M. Frank

B. Frank
N. Eddy
J. MacKinnon
J. Shin
R. Sharma
A. Kipling

(Please note that all full-time faculty members in the Department of Physics have signed the above letter)

» **To the Editor:**

As of this date I resign from the committees for which I was a CUNASA representative. I refuse to report to a group of individuals, the current CUNASA Executive, who support the CNTU/CSN. The latter has made its political stand on separation very clear and I find this stand personally abhorrent. I also do not believe that the current Executive is working for the best interests of non-academic staff.

Pat Freed
Faculty Personnel Administrator

» **To the Editor:**

Recent articles in *The Gazette* ("Unions promise militant decade," Sun., May 6; "CNTU delegates back Quebec independence," Wed., May 9) indicate that the CNTU (CSN) are in favour of an independent Québec.

Given the ongoing campaign to unionize non-academic staff at Concordia with affiliation with the CSN, I have to question the wisdom of such a move.

Liana Howes, Admissions

20-year veterans fêted at formal reception

On May 25th Concordia held its 25th annual special Long Service Recognition Reception for Concordia staff members who have been with the University for 20 years. Rector Patrick Kenniff opened the event, and awards were presented by Kenniff, Chancellor Alan B. Gold and Board of Governors Chairman P. André Gervais.

New 20-year veterans include: Donald F. P. Andrus, Arthur Ayotte, Bibhuti B. Bhattacharyya, Frederick A. Bode, Lise Brault, William Brender, Leonard Campeau, Maurice Cohen, Brian Counihan, Charles Davis, Ulrike de Brentani, Denis

Non-academic staff has new bargainers

Cost of living adjustment on the table as CUNASA reps prepare to continue negotiations

by **Sharon Bishin**

Answer these questions and you will immediately be given a free lunch.

What cost of living increase, if any, and when — will you be receiving this year?

Who is representing you at the bargaining table?

Is the Concordia University Non-Academic Staff Association (CUNASA) unionizing, affiliating or disintegrating?

If your salary was increased with the Job Evaluation Project, when did you, or will you see all of that money? And how does that payout compare to other negotiated payouts to unions within the University?

Don't feel badly if you're short on answers, but CUNASA says that now is the time to increase your awareness. CUNASA is undergoing a change and your input and involvement can determine the direction that your representatives will take on a wide-ranging number of issues.

Who is on the negotiating team?

A week ago, May 30th, CUNASA held a special general meeting which focused primarily on the makeup of the new CUNASA negotiating team.

The previous team, headed by Liana Howes, a former CUNASA president, had been dismissed by the new CUNASA executive which took office in April 1990, headed by re-elected president Walter Wheatley. (Wheatley, as president of CUNASA, had always been eligible to sit on that negotiating team, but he had not done so.)

At the time the negotiations were suspended, seven items were on the table — including a 1990-91 Cost of Living Adjust-

ment (COLA) and the 1989-90 and 1990-91 payouts of Job Evaluation Project increases.

There has been some wrangling within CUNASA about whether the CUNASA constitution allowed such a suspension. This, in turn, motivated the CUNASA Administrative Support (AS) Classification Council within the Administrative Council to call an open meeting for all administrative and professional staff to discuss the negotiation suspension.

About 50 people attended the meeting. Some people questioned what they call "the cavalier manner" of suspending the negotiating team; others recognized the efforts put forth thus far into the negotiations; and others still felt that a tougher line could be taken at the bargaining table with a new team. Taking these reactions into consideration, at the Administrative Council meeting May 28, the Administrative Council and the executive together decided to put forth a new negotiating team which was later presented at the May 30th CUNASA General Meeting: CUNASA President Walter Wheatley would be spokesperson, accompanied by Ralph Carter (Executive Vice-President), Linda Longtin (Vice-President Liaison) and Pat Verret (Member Technical Support) with one additional member at Administrative Council to be selected. Liana Howes declined an invitation to join the team later.

Their revised negotiating position is built upon the previous team's, but they have changed certain specifics regarding the COLA and the JEP payouts, and included a proposal for a "step system" which would allow for automatic yearly salary increments.

The new team has contacted the administration to resume talks and will report back to the CUNASA membership as developments warrant.

Are the conflicts behind us?

The positive tone of the general meeting was in stark contrast to the frictions and conflicts within CUNASA during recent months.

Most sensitive was the issue of unionization and affiliation. Wheatley, a staunch CSN supporter, was in constant battle with members of his past executive who felt affiliation with CSN was not necessary, and that he was using his power as president to direct a course of action not supported by the CUNASA membership. (See the latest letters by Freed and Howes on this page.)

Of the eligible CUNASA membership, 61% cast votes electing Wheatley and his slate, but the votes were close, with Wheatley garnering 146 votes over Roslyn Yearwood's 119.

Gaétan Landreville leaves Translation Services

Ghislaine Daoust named Acting Director

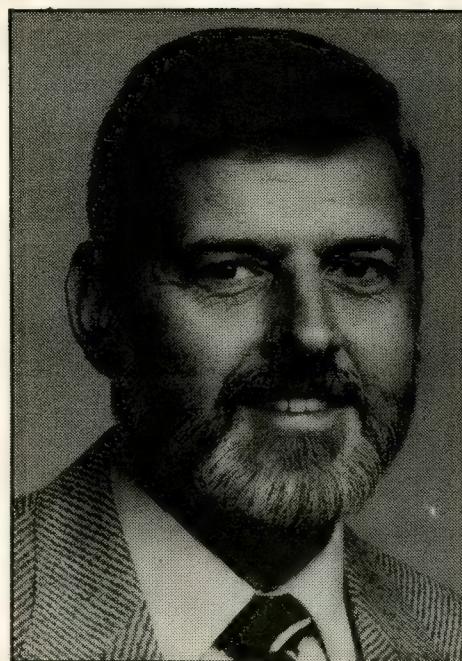
Gaétan Landreville, Concordia's long-time Director of Translation Services, has left the University. Ghislaine Daoust, who has been with Translation Services since 1979, will serve as Acting Director until November 25, 1990.

Secretary-General Bérengère Gaudet had this to say about the departing director:

"During the 15 years that Mr. Landreville was associated with Concordia as Director of Translation Services, the unit evolved considerably as the demand for translating services increased from year to year. He has always served the University community in a very professional way. The University is grateful to Mr. Landreville for his competence and his continued dedication to the institution. I want to thank him personally and wish him the best of luck in his new endeavours."

Translation Services staffers will miss him, too. According to one: "Under a deceptively reserved appearance, he has a genuine sense of humour (a constant joke around the office was his *phenomenal* memory for details, which turned out to be the best back-up filing system the secretaries ever had!)"

"Most of all," said another, "he is a profoundly human and sensitive individual,



Gaétan Landreville

PHOTO: Charles Bélanger

a gentleman who shows respect and expresses confidence in his employees."

The Translation Services Office has also (as from June 1st) relocated. They are now in Bishop Court, Rooms 211, 212 and 214. Their local — 3870 — remains the same.

Job Evaluation Committee announces additional salary increases

Update newsletter out in fall

Concordia's Job Evaluation Committee has released additional figures on the salary adjustments awarded to date to non-academic staff as a result of the Job Evaluation Project.

Approximately 200 dossiers were completed since the last report on the subject appeared in the May 3, 1990 issue of *TTR*.

Of the 800 or so employees affected by the Job Evaluation Project, dossiers for 710 of these have now been finalized. Of the 710, 507 (71.4%) received salary adjustments.

The average Job Evaluation Project salary increase for the 1989-90 year was \$1,841; the largest was \$8,700. There were 203 employees who received no Job Evaluation Project salary adjustment, although they — like all non-academic staff — received a 4% cost-of-living increase at the beginning of the academic year.

Of the 710 staff members who received Job Evaluation Project increases, 37.5% (190 people) received raises of between \$1,000 and \$2,500; 21.3% (108 people) received \$2,500 to \$5,000; 18.3% (93 people) received \$500 to \$1,000; 15.4% (78 people) received \$100 to \$500; 5.1% (26 people) received \$5,000 to \$10,000; and 2.4% (12 people) received \$100 or less.

Final 'Update' planned

The Job Evaluation Committee reported this week that "the vast majority of cases involving appeals have been resolved. Only a handful remain."

As reported in the last *TTR*, employees who still have questions about their final salaries should contact their managers. Managers, in turn, should ensure that all of the relevant information used to determine salaries has been provided to the Human Resources Department (i.e., *complete*, month-to-month employment histories).

Job grades will be made available through the Human Resources Department as soon as all appeals have been finalized and the entire grade structure is complete.

Although the Job Evaluation Committee, as presently constituted, will disband soon, a permanent committee will be struck to replace it.

That committee will be given responsibility for any matters still not settled about



All the world's a stage

by Donna Varrica

In the year or so since I took over the writing of this column, the volume of clippings naming Concordia and its faculty has been overwhelming. The barrage of briefs below is just a sampling of the material to make its way to my desk in the last few weeks.

The Globe and Mail featured John Kent Harrison, writer-director of the film *Beautiful Dreamers*, in which the former Concordia student credits Cinema Professor Marc Gervais with helping him to discover the world of film... *Canadian Press* (CP) wired an item about Concordia Film students Anne-Josée Bourdrouault who won best Québec film honours for *Ex-Cathedra* and an honourable mention for André Turpin for *Comme hier matin* at the World Film Schools Festival.

The Gazette's Pat Donnelly gave Concordia's **Theatre Department** collective kudos for its contribution to the Québec Drama Festival, saying that the Department figures so prominently in the Festival each year because of its "wealth of talent."

The Gazette had a roundup of shows and exhibitions including one by Concordia faculty members Aleksandra Mancak, Kathryn Lipke, Barbara Layne, Regine Mainberger, Ashley Miller and Lyn Carter which explored the various aspects of different materials and processes... Ann Duncan, *The Gazette*'s art critic, gave graduate student Lorraine Simms's exhibition at Le Bourget gallery a glowing write-up, saying she had "surprising strength, maturity and cohesiveness of vision, both in technique and subject matter."

On the political stage, the *Washington Journalism Review* turned to Journalism Professor Enn Raudsepp for his opinion on the ethical question of hidden microphones during the New Democratic Party's leadership convention... Vice-Rector, Services, J. Charles Giguère was the guest on CIBL's *Panorama* discussing university participation in the city's recently unveiled downtown plan.

In the sports arena, the Concordia Stingers' basketball championship made all the big headlines, in print, on the radio and on television. Key players Nick Arvanitis and Ernie Rosa, coach John Dore, assistant coach Harvey Liverman and Trent Tillbury, Sports Information Director, were interviewed during regular sports newscasts on most radio and television programmes in the Montréal area. In addition, they were featured in lengthier guest spots on Andy Peplowski's CFCF 60 and Ted Lowell's CJAD sports shows. Not to be outdone, the CBC network gave the win considerable airtime with guest spots on *Radio Noon*.

With graduation time around the corner, students shone in the spotlight... Concordia's student group, Students Against Youths Drinking Alcohol (SAYDA), made news all over Canada for their lobbying efforts to raise the legal drinking age to 21... Concordia graduate and former *Link* news editor Carla Gruodis was featured in both a *Globe and Mail* article and in *The Gazette* for launching Lithuania's first English-language newspaper during that country's bid for independence from the Soviet Union. CP adapted the *Gazette* story, written by another former *Link* news editor, Michael Orsini for national publication... *Le Devoir* named Concordia student Elfriede Gebhard as having the highest score in Canada in the financial management portion of the Certified Management Accountancy exams... Concordia Journalism graduate John-Thomas Dipowe, a native of Botswana, had a feature in *The Monitor* about how Concordia helps international students to adapt to their new and unfamiliar surroundings.

Job Evaluation, and for implementing anything relating to Job Evaluation in the future (e.g., such things as administering questionnaires for new hires or for existing employees transferring from one job to

another).

A final issue of the Update newsletter will be distributed this fall outlining, once again, the mandate of the Job Evaluation Project and summarizing its results. —KJW

Governors approve revised Code of Conduct (Non-Academic)

"Unfair distinction" provision tabled until fall

by Ken Whittingham

A four-year-long process to update Concordia's Non-Academic Code of Conduct has ended with formal approval of a revised code by the Board of Governors. The new code takes effect September 1, 1990, and includes operating procedures for the Ombuds Office and the Office of the Code Administrator.

The most significant changes concern the penalties and procedures for enforcing the code. Many cases that were handled in the past through formal hearings will now be dealt with by "administrative or mediated resolution."

Uniform procedures have also been established for cases which cannot be resolved in this way. Formal cases will be heard by a board drawn from a 24-member standing panel. All panel members will receive training to ensure as much consistency as possible in decisions.

A list of sanctions has also been spelled out to standardize penalties. These include written reprimands; fines of up to \$1,000 (as compensation for injury or damage); exclusion from an area or function of the University; community service; suspension, expulsion or dismissal.

In light of the increased importance Concordia is placing on the rights and responsibilities of all faculty, students and staff, the code also stipulates that the Ombuds Office and the Code Administrator must issue annual reports to the community.

All of the revisions to the code except *Section Three* of the code's Statement of Governing Principles were approved by the Governors on May 16.

They were based on recommendations submitted by the code's Supervisory Board, the University Benefits Committee, the Executive Committee of the Board of Governors, and the Offices of the Rector, the Vice-Rectors and the Secretary-General.

There was considerable debate at the Governors' meeting about *Section Three*.

Faculty and staff members circulated petitions prior to the meeting expressing concern about wording in *Section Three* that stipulates Concordia must provide "all services, benefits, facilities and academic or employment opportunities" to qualified persons "without discrimination or *unfair distinction* on such grounds as race, colour, sex, sexual orientation, pregnancy, civil status, age (except as provided by law), religion, political convictions, language, ethnic or national origin, social condition, family, status or handicap."

The petitioners argue that the term "*unfair distinction*" would allow the University Benefits Committee (which is composed of elected faculty and staff representatives, and administrators) to make what it considers legitimate distinctions based on sexual

orientation, thereby denying employees access to what are termed same sex benefits (e.g., insurance, health or death benefits for couples of the same sex).

Premiums may rise

The University Benefits Committee has so far declined to endorse the concept of "same sex" benefits on the grounds that health and insurance premiums might rise for all Concordia employees, regardless of their sexual orientation.

All insurance policies currently make distinctions as a matter of course according to age and sex, etc. For example, females in

younger age brackets pay less than older males for life insurance because of actuarial predictions of the life expectancy of both groups.

Without some type of provision for so-called "*fair distinction*," there are concerns that premiums might be standardized across-the-board, thereby raising costs for many people at Concordia.

The Governors agreed to table the controversial section to allow additional time for its authors to consult with all sectors of the community on the possible ramifications of the wording. It was agreed that the Governors would consider the matter again by Oc-

tober 1990 at the latest, and earlier if possible.

In the interim, the wording of *Section Twelve* of the previous Code of Conduct (Non-Academic) remains in force. That section refers to freedom from discrimination based on numerous grounds, including sexual orientation.

The complete text of the new Code of Conduct (Non-Academic) will be published in the fall after the wording of all sections is finalized. At that point copies will be made available at the office of the Code Administrator (*Loyola Campus Central Building, Room 326*).

Sexual harassment office to open by the fall

by Ken Whittingham

Concordia will establish a Sexual Harassment Office "to actively promote an environment free from sexual harassment," and to investigate complaints from faculty, students and staff.

The position of Sexual Harassment Officer and a permanent Advisory Committee on Sexual Harassment will also be established as a result of a new policy on the subject that was approved by the Board of Governors last month.

The policy's provisions will go into effect as soon as possible, and no later than October 1, 1990.

The Sexual Harassment Officer, reporting to the Office of the Rector (i.e., the Rector, the Vice-Rectors and the Secretary-General) has been given a 12-point mandate that includes:

- assisting and advising complainants and respondents involved in sexual harassment cases;
- providing extensive education about sexual harassment to increase awareness of the issue on campus; and
- training University personnel involved in the resolution of sexual harassment cases.

The policy is the result of more than two years of consultation by the nine-member Advisory Committee on Sexual Harassment established in April 1988 by Maurice Cohen, Vice-Rector, Institutional Relations and Finance.

The advisory committee attempted as much as possible to marry the sexual harassment policy's principles and procedures with those of Concordia's newly-revised Non-Academic Code of Conduct (see the accompanying article).

Concerns were raised by two Governors, community-at-large representative Peter Howlett and Marketing Department Associate Professor Brian Barbieri, that the procedures established under the new policy might not provide sufficient guarantees of confidentiality in cases where individuals are unjustly accused of wrongdoing.

Vice-Rector Cohen agreed to provide additional information on this aspect of the policy before the fall.

Gervais re-elected Board Chairman

Governors approve budget, establish foundation and increase pensions

P. André Gervais has been re-elected Chairman of the Board of Governors for a further one-year term ending June 30, 1991.

Reginald K. Groome and Claude I. Taylor have been re-elected Vice-Chairmen for the same period.

Gervais is a partner with Mackenzie Gervais, Advocates. Groome is Chairman, President, and CEO of Hilton Canada Inc. Taylor is Chairman of the Board of Air Canada.

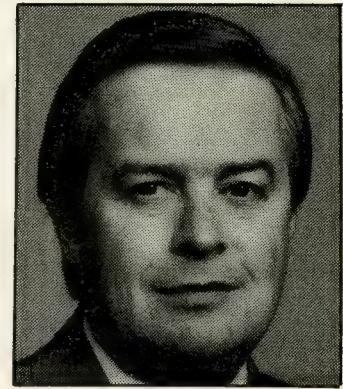
The elections were held on May 16 at the Governors regular monthly meeting. In other business, the Board approved Concordia's \$163.2 million Operating Budget for 1990-91 (see *TTR* April 12/90 for details), the Capital Budget for 1990-91 and the Operating Budget for 1991-92. (For additional information on the budget see the Senate story on page 19.)

The Governors also established the Concordia University Foundation, a charitable body to "raise, receive and manage" funds from private sources supporting the University's development efforts.

The non-profit, non-taxable foundation will be used to finance and rent the four half-floors of non-library space that will be built atop the downtown Library Building. The foundation will eventually transfer the property to Concordia, allowing the University to assume ownership without having to pay capital gains or income taxes.

The Governors also approved a series of pension increases for retirees and their beneficiaries. A 5.2% increase takes effect June 1, 1990 for pensioners who retired on or before January 1, 1988. Increases for pen-

Richard Renaud appointed governor



Richard Renaud

PHOTO: Charles Bélanger

Richard Renaud, Vice-Chairman and Managing Partner of Toronto-based Dynamic Capital Corporation, has been appointed to a three-year term as a community-at-large representative on Concordia's 40-member Board of Governors. Dynamic Capital Corporation is a funds management company.

Educated at Loyola College and McGill, Renaud holds directorships in 20 firms in Montréal, Toronto and Calgary. He is also President and Director of CMP Oil and Gas Inc. of Toronto.

A chartered accountant by profession, Renaud serves on the Board of Governors of the Montréal General Hospital, the Board of Trustees of Stanstead College, and the Canadian Council on Children and Youth. He is also active in the Concordia University Alumni Association and the Loyola High School Alumni Association.

His appointment was announced May 16, 1990.

sioners who retired after that date will be calculated on a prorated basis.

In keeping with revisions to Québec government legislation, the University will also amend its pension plan June 1st to include coverage for all eligible non full-time employees. Québec law requires that eligible non full-time employees be given pension benefits similar to those provided to full-time employees.

—KJW

SCAPP report on budget, academic materials fee focus of May Senate

by Donna Varrica

Two Senate meetings last month produced animated discussion about the impact of academic planning and priorities on the budget process, and about the application of the Academic Materials and Services (AMS) fee.

At the May 4 meeting, the Senate Committee on Academic Planning and Priorities (SCAPP) submitted a report endorsing the 1990-91 operating budget presented by Maurice Cohen, Vice-Rector, Institutional Relations and Finance. The budget was later adopted by the Board of Governors at its May 16 meeting.

Finance Department Chair Mohsen Anvari began the discussion, stressing how important it is for the budget process to be driven by academic planning and priorities, not the other way around.

Vice-Rector, Academic Rose Sheinin said SCAPP's budget analysis was "quite profound, maybe not strictly in terms of dollars and cents, but in listing precise issues within the budget's framework" and that if there is a criticism of the process it is that the link between the academic units is not as honed as it could be.

Arts and Science Faculty Dean Charles Bertrand said he has seen the process evolve during the past five years to include the academic mission in budget considerations. He added that the Vice-Rectorate responsible for the budget has been more receptive to the Deans' requests.

Cohen said he is satisfied with the progress being made in linking the academic planning and the budget processes and that he is delighted to receive clearcut priorities. He said he is confident that the next time the budget is formulated, the complete process will be in place.

Cohen said he has taken into consideration the fact that recruitment efforts will have to be boosted in 1991-92 and the budget will be adjusted accordingly.

According to the University Library Committee's portion of the SCAPP, the budget will do little to alleviate its main problems. The most crucial item is resheling, which is slowed down by staff shortages due to no limited term/leave replacement allotment. Library Director Al Mate said using volunteers for this function is difficult but Cohen suggested perhaps looking into job creation programmes for students in conjunction with the Financial Aid Office. The Library will have to identify its primary, secondary, and tertiary functions, concentrating on the most basic.

Cohen also presented the draft of the proposed policy for the Academic Materials and Services fee. The policy states that every student, regardless of level or discipline, will receive a combination of academic materials and services, direct and indirect, of a value at least equal to the fees contributed and in many cases, of a significantly greater value. Student repre-

sentative Yun Jen suggested that each Faculty set up a committee to monitor expenditures with equal representation by students and faculty. Several faculty members were opposed to the suggestion as being redundant. Sheinin pointed out that the fees were not imposed to raise money but to comply with government-set standards and that the policy had been put forth to safeguard students against not getting the materials and services to which they are entitled.

In other business:

- Sheinin outlined the details of the Seagram Fund for Academic Innovation, which will provide support for interdisciplinary projects involving research, creation or academic development. For more information, see advertisement on page 8.
- The English Department Creative Writing Programme requested a B-rule, the minimum requirement to continue on to the next course level, for advanced courses. Department Chair and Graduate Programme Director G. David Sheps was given speaking privileges to defend the re-

quest, saying that given the nature of advanced courses in the programme, the B-rule would benefit students participating in small workshops where a "certain degree of innate talent" is required for successful completion. The request raised questions of grade inflation from the student representatives and from Sean McEvenue, Chair of the Academic Programmes Committee.

- The shortage of classroom space, particularly in the peak 6:05-8:10 p.m. slot, has become an acute problem. Several senators suggested that more classes be scheduled on Friday, and possibly Saturday morning as well to alleviate the shortage.
- Cohen called imposing the proposed federal Goods and Services Tax (GST) "an administrative and accounting nightmare" because Concordia's activities cover the whole range of tax situations. He added that no university in Canada has accounted for the impact of the GST on its budget as everyone is counting on exemptions for

MUSH institutions (Municipalities, Universities, Schools and Hospitals). The extent of exemptions has not yet been clarified, but it is known that tuition fees and the purchase of all goods and services directly related to education are exempt from the GST.

- McEvenue told Senate that the Conseil des universités is studying a plan to remit a portion of the loan debt owed by students if they complete their graduate programmes within the allotted time.
- The creation of two new convocation medals was approved. The Governor General's Gold Medal will be awarded at the Fall Convocation to a deserving graduate student to complement the existing Governor General's Silver Medal which is awarded to an undergraduate student. The Stanley G. French Medal for Contributions to Student Life, named for the past Dean of Graduate Studies, will be awarded beginning in 1990-91 to a graduate student who has made significant contributions to student life at Concordia.

Eat hearty

Fifty-nine Swedish students are visiting the Faculty of Commerce and Administration for the 1990 Summer Session on an International Exchange Programme from the Gothenburg School of Economics and Commercial Law. The group arrived late Sunday, May 6 and were honoured the next morning at a "Welcome Breakfast" hosted by the Faculty at the Loyola Campus Faculty Club. Commerce and Administration's Associate Dean Abdul Rahman and the Faculty's International Liaison Officer Abolhassan Jalilvand were on hand to greet the students. Yesterday, "Sweden Day" was held on the Mezzanine of the Henry F. Hall Building.



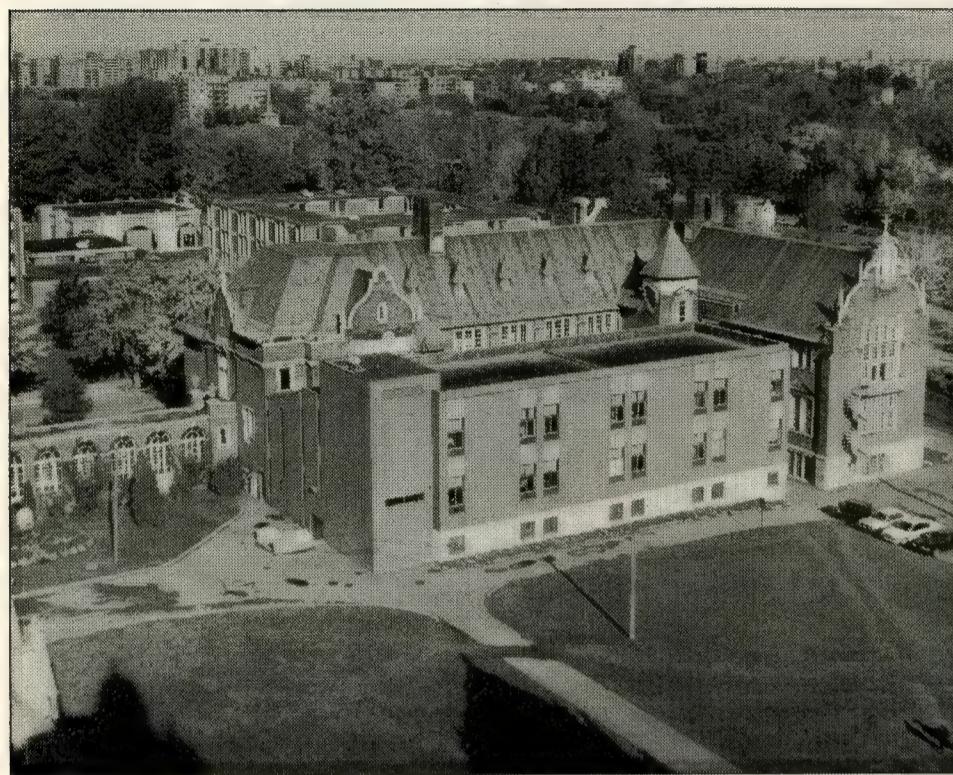
PHOTOS: Charles Bélanger

Executive MBA alumni ante up for Concordia

The Executive MBA Alumni Association recently presented Chris Hyde, (centre) Concordia's Director of Advancement, with a cheque supporting the Annual Giving Campaign. Shown presenting the cheque to Hyde are (at left) Bill Anto of Québec Cartier Mining, EMBA Alumni Association Treasurer, and (at right) Frank Iorio of CP Rail, EMBA Alumni Association President.



Concordia and Loyola High School trade land and buildings



The Loyola High School Building, built in 1916, is viewed from the south. The High School extension, erected in 1969, is in the foreground; Concordia's Hingston Hall is in the background.

by Donna Varrica

An agreement in principle between Concordia and Loyola High School announced last month unveiled plans for the two institutions to exchange land and buildings on the 35-acre Loyola Campus. The agreement will allow both institutions to consolidate holdings on two distinct sites so each may forge a more cohesive identity.

By virtue of the agreement, Concordia will now own all the property north of Sherbrooke Street, with the exception of the Jesuit residence. This area constituted most of the original campus of Loyola College.

The High School will vacate its existing facilities north of Sherbrooke Street once a new building is erected on land now owned by Concordia, south of Sherbrooke Street. The new site, adjacent to the gymnasium which Loyola High School built in 1978, extends north and west from the gymnasium to the corner of West Broadway Avenue and Sherbrooke Street. The property includes land that is currently occupied by three University buildings (the Cloran, Hackett and WA/AB Annexes).

The High School building will not open until the fall of 1992 at the earliest, so there are no immediate plans to relocate the people currently housed in the annexes. These include the *P'tits Profs* Day Care Centre and many of the Loyola Campus operations of the Faculty of Commerce and Administration.

For its part, Concordia will acquire the existing High School building and the playing field located between Concordia's Hingston Hall building and the residence

owned by the Jesuit Order.

The acquisition of High School land and classroom space will enable the University to realize a dream that has been nurtured since the 1974 merger of Loyola College and Sir George Williams University.

The 74-year-old High School building (and a three-storey extension built in 1969) stands in the very centre of the Loyola Campus and is connected to three existing University buildings, forming an integral part of the campus design.

The new High School building will contain classrooms, offices, a cafeteria and other needed facilities — all connected to the gymnasium under a single roof. Loyola High School is the only remaining school in Québec owned and administered by the Jesuit Order; the school will celebrate its 100th anniversary in 1996.

Besides the land exchange, Concordia will pay Loyola High School \$3.5 million and provide it with the perpetual right to the use of a playing field owned by the University.

The agreement in principle was announced by Rector Patrick Kenniff and Rev. J. Winston Rye, S.J., President of Loyola High School, following lengthy negotiations between the two schools. The other Concordia members of the negotiating team were Board of Governors Chairman P. André Gervais and former Chairman Donald W. McNaughton.

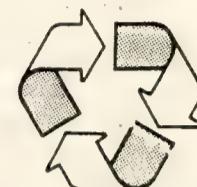
The Rector said the agreement would benefit both institutions. "From an architectural and administrative point of view, the addition of the historic High School building means that Concordia University has, at last, achieved the long-awaited consolidation of its Loyola Campus."

Recycling update

There are many ways to participate

by Michael Hogben

The Concordia Recycling Committee has restructured itself into a planning committee and two campus-based committees. For the moment they are concentrating on paper, plastics, bottles and compost.



PAPER

Negotiations continue as to which paper recycling company will be honoured to receive our waste paper; more than one is being tried out. All coin-operated photocopy machines at Concordia now run on recycled paper and each copy centre will have at least one machine running on recycled paper, available by request. One of the driving forces is, of course, economics; the premium on recycled paper has been steadily dropping and is now not very different from virgin paper.

PLASTICS

The committee is wondering where used cafeteria plastic plates and cups go and is investigating the alternatives.

BOTTLES

We had asked that the City of Montréal provide us with a few of their "green bells" but, sorry folks, they have been so successful the city cannot keep up with public response (look around and you will find they are all overflowing). The city is reconsidering the problem.

COMPOST

Good news! After spring cleanup has

finished with the usual landscaping, flower-planting and sports field rejuvenation projects, an enclosed site has been set aside where compost bins will receive vegetable refuse from the Loyola cafeteria together with garden refuse (grass clippings, etc.) for future use as fertilizer.

SUGGESTION BOX

The best ideas often come from those nearest the problem. Written suggestions are encouraged from all 25,000 faculty, staff and students at Concordia. Drop them in the specially marked boxes at the Information Desk in the Hall Bldg. and the Security Desk at Loyola, or mail them to The Recycling Committee, c/o Room H-115, SGW Campus.

HAZARDOUS WASTE

On June 9 the City of Montréal will once again hold one of its hazardous waste pick-up days for those of you harbouring awful things under your kitchen sinks, at the back of your garages, or wherever. For more information, we are advised that you can phone 879-JUIN but your intrepid correspondent (me) tried it at the time of going to press and received "Il n'y a pas de service..." Oh well.

South African educator visits



Rector Patrick Kenniff met with Professor J.V.O. Reid, Deputy Vice-Chancellor of the University of Cape Town, on the afternoon of May 18th. The Deputy Vice-Chancellor hopes to increase educational opportunities for black students and thus contribute to the further development of African society.

PHOTO: Charles Bélanger

KURZWEIL

from page 1

tions. The visually-impaired person reads by moving his/her fingers along the moving rods.

Heather Green used a Versabaille to take lecture notes and uses tapes for her readings. She prefers the Kurzweil to tapes, however, because it will spell out words. "The voice is a little unusual at first," says the Applied



Student Heather Green uses a Kurzweil Personal Reader to aid her in her studies. Though SDS's Nelly Trakas lends a helping hand, the visually-impaired can operate the KPR without assistance, unlike traditional devices available until now.

PHOTO: Charles Bélanger

NETWORKS

from page 1

Montréal, who are involved in the five-year, \$5-million-plus network, which will be spearheaded by Sociologist Victor W. Marshall, the incoming director of the University of Toronto's Centre for Gerontology.

Taking advantage of several years' past research and utilizing major databanks which they have assembled on both the general population of Montréal and specific groups such as Canadian war veterans, the Concordia researchers will be part of the group of participating cognitive researchers under the leadership of University of Toronto Psychology professor Fergus Craik. The group will be particularly concerned with investigating a range of conditions in the cognitive environment as they affect the performance of intellectual tasks.

According to the research description, "Basic research on individual differences in cognition in relation to age and the social environment (including work environment) will be brought into relationship with more applied research examining competency in relationship to work and retirement, and the relationships of cognitive competency to institutionalization...."

"We are in fact one of the few groups working on intellectual abilities in relation to a broad range of factors," says Arbuckle-

Maag. "We're looking at the whole." She elaborates. "We are studying the demographics; how you maintain the elderly's contribution to society in an increasingly technological society...how they (the elderly) can maintain job skills. With the changes in cognitive abilities which naturally come with age, how can, say, a 65-year-old learn new computer skills?" asks Arbuckle-Maag.

Other research groups in the network will examine the relationships of social support mechanisms (family, friends, neighbours, workplace mechanisms) and health factors.

Industrial input important

"That we are getting together with two industrial partners is important," stresses Arbuckle-Maag. "What we discover can be transferred to the workplace; the problem of 'transfer' has been an unfortunate constant for the social sciences generally."

Arbuckle-Maag is quite pleased about the collaborative aspect of her and Gold's participation in the network. "We will be developing pools of data for sharing and comparing," she explains. "That will be a major gain. The collaboration will enrich everybody's research."

Toshiba gives second major gift to University in two years



Concordia recently received more than \$40,000 worth of new computer equipment for engineering research from Toshiba of Canada Limited, which marks the second time the University has received a major donation from the company. Just two years ago, Toshiba donated \$30,000 worth of laptop computers to help disabled students overcome some of the difficulties they face in obtaining university degrees.

Pictured above at the recent presentation ceremony on the Mezzanine of the Henry F. Hall Bldg. are (from left) Mechanical Engineering's John Saber, who first approached Toshiba for the donation, Toshiba Eastern Regional Manager Pierre Gauthier, and Strategic Account Sales Executive Lorraine Lamontagne, both of whom are from the Information Systems group.

PHOTO: Charles Bélanger

Technicians' Union elects Executive Committee

The Concordia University Union of Support Staff — Technical Sector (CSN) recently held elections for certain positions on the Executive Committee.

The names, positions on the committee and internal mailing addresses of the newly elected members are:

Michael Brennan — Second Vice-President, Mechanical Engineering, S-H 0026-1
 Loni Cornax — President, Audio-Visual Dep't, L-CC 203
 Wesley Fitch — First Vice-President, Mechanical Engineering, S-H 0017
 James Gregson — Secretary, Audio-Visual Dep't, S-H 421
 Marie-Josée Morel — Treasurer, Audio-visual Dep't, L-AD 105

BEGINNING JUNE 1, 1990

The office of the Secretary-General assumed responsibility for administration of policies of general application throughout the university

As of June 1, 1990 the Office of the Secretary-General took over, from the Department of Human Resources, responsibility for the administration and distribution of internal University policies of general application. This includes policies and regulations currently in Manuals A and C, but does not include personnel policies found in Manual B. It has been decided that Human Resources will continue to administer and distribute these policies.

Following are the new responsibilities of the Secretariat.

- A. To co-ordinate and administer internal University policies.
- B. To ensure that all policies are written in normative language.
- C. To notify the University community of new and revised policies.
- D. To distribute policy manuals and make policy information accessible.

We will contact all academic and administrative units in the near future to provide information about new administrative procedures, and to outline our plans for review of existing policies. Questions may be directed to Marie-Andrée Robitaille, or Amely Jurgenliemk, assistant on the project, at 848-4811.

Goodbye

Dear Readers,

This is my last issue as Editor of *The Thursday Report*. After three years in the weekly hot seat I'm donning a strictly public relations hat to develop a travelling public relations seminar at Concordia and further strengthen media ties (more about that in a moment).

I've had a great time learning about many, many parts of this complex and fascinating University. I could be here for many more years and still never completely cover all the researchers, projects, personalities and issues that make up Concordia.

It's been a challenge to try to accommodate the various *TTR* readerships. It's been satisfying to watch the Letters to the Editor pages grow as readers began viewing the paper as a legitimate forum for communication.

And it's been a tremendous amount of fun being employed in a Public Relations office that is staffed by the friendliest group of aliens with whom one could hope to work. One of them, Donna Varrica, will be taking over as Editor.

I can't wait till her first Tuesday. That's production day when all the copy has to be in (hah!); the facts have to be right (is it assistant professor, associate professor or adjunct assistant professor????); the computer desktop publishing system has to *not* have crashed; and all the material has to fit on about eight or twelve pages in a visually appealing way ("Who's got that page one picture?"). The humorous Ms. Varrica has perspicaciously noted that at those times I occasionally develop a harassed-on-the-phone 'venom voice'. "It must be 4 p.m. on Tuesday," they say, as they back slowly away from me.

Sorry to any who have been on the receiving end of that voice and thank you to the countless others who've made the past three years enjoyable and stimulating. With issues like the Job Evaluation Project, salary capping, CUNASA, unionization, new buildings, new courses and new people to cover...there hasn't been a dull moment. So, good luck, Donna.

Meanwhile, I will be travelling to each and every unit at Concordia, presenting a seminar on "Everything you ever wanted to know about public relations but were afraid to ask." I'll have tips on how to promote yourself internally and externally; how to organize a publicity campaign or deal with the media; in short, how to get the word OUT about your unique unit or project, etc. Like the other members of the PR department, I'll also be keeping in touch with the media, so I will be needing information that I can pass on to them. If I don't contact you soon enough, please feel free to get in touch with me at 4884 (now in room BC-118). We are also preparing plans for a call-in phone line which will list important daily messages and a possible radio spot.

As I've often said at the end of the At-A-Glance column: keep those cards and letters...and story ideas...and reactions...coming. After all, *The Thursday Report* is YOUR paper, and the more it reflects all of YOU, the better it will be.

— Sharon Bishin

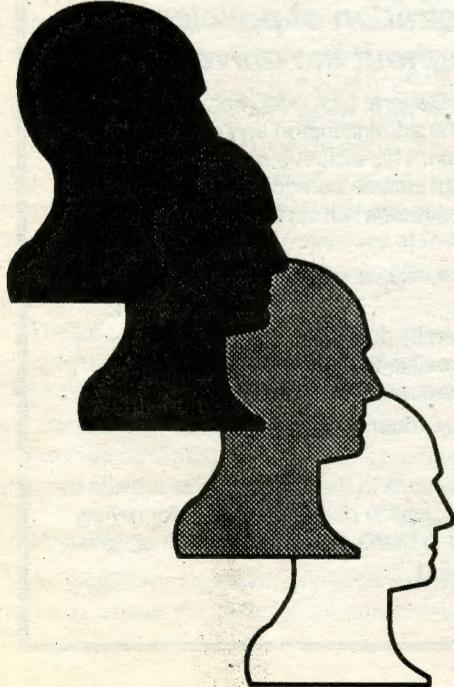
Academic

RESEARCHERS 'EXCELLENT'

Concordia researchers are directly involved in four of 15 national Networks of Centres of Excellence as well as playing a contributing role in a fifth. The federal programme will bring researchers \$240 million over four years.

HINDU CHAIR A FIRST

Montréal's Indo-Canadian community raised more than \$500,000 to endow North America's first Hindu Studies Chair, occupied by eminent scholar Krishna Sivaraman. The Federal Government also contributed \$400,000 towards the establishment of the Chair.



RETROS 1989

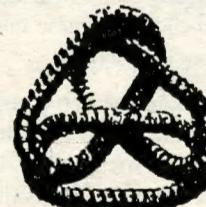
Employees

CDI CAPS PUT FACULTY IN TIZZY

The University's plan to institute a Career Development Increment (CDI) cap to bring CUFA members in line with other Québec universities met with a vigorous response.

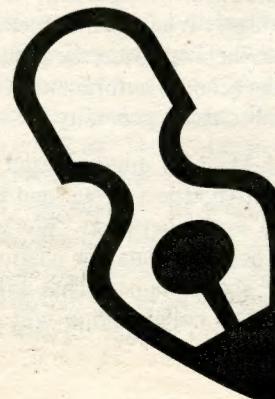
PAY DAY

Non-academic staffers received a first installment on their salary increments resulting from the Job Evaluation Project, instituted to make University salaries more competitive.



TO CSN OR NOT CSN

This spring's election of a new CUNASA executive was the culmination of an at times heated contest between pro- and anti-CSN affiliation groups.



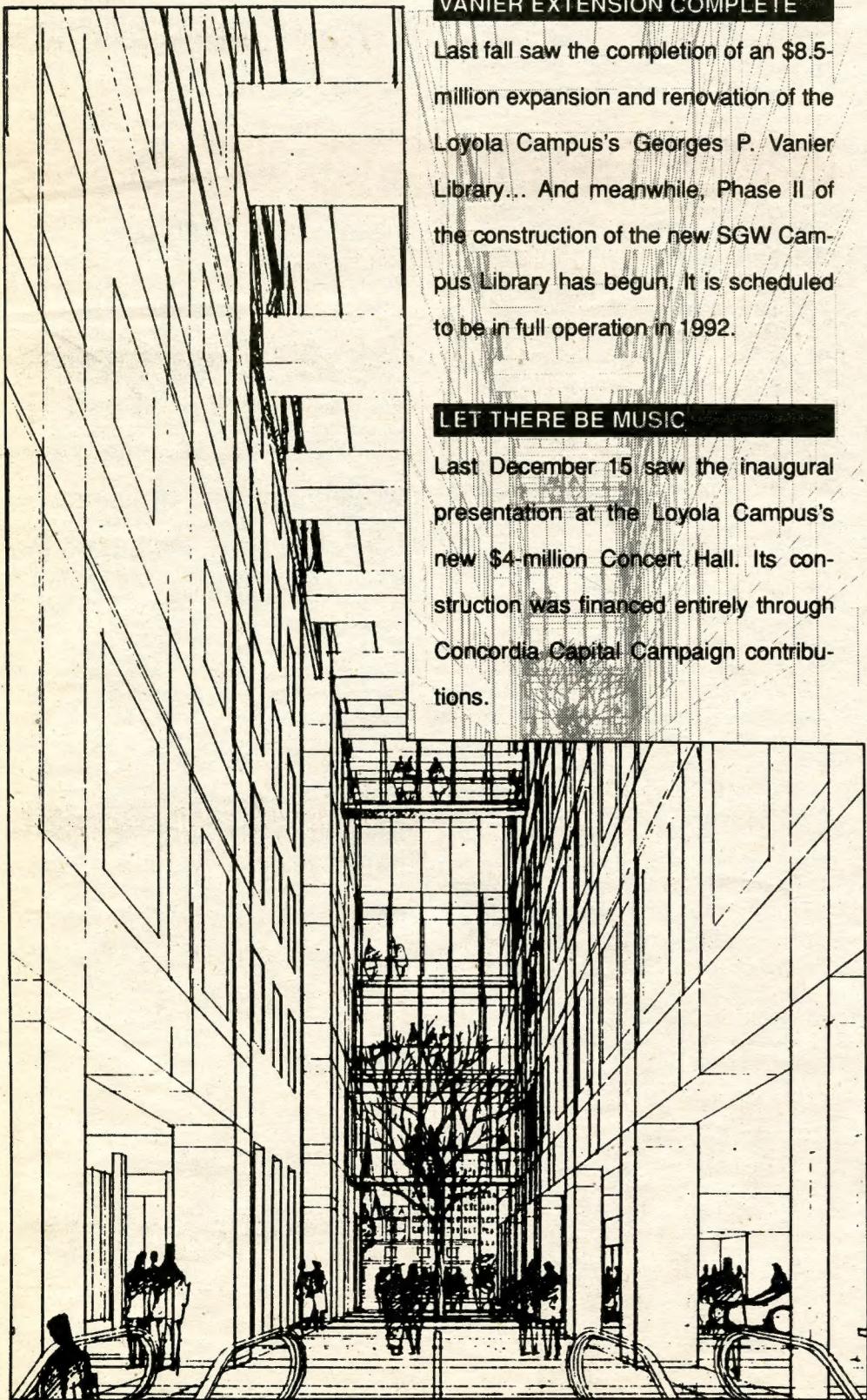
YOU WROTE TO US

The year saw a major increase in the number of letters received by *TTR*. Major concerns: CDI capping; union certification; the Job Evaluation Project.

PECTIVE

- 1990

Construction



VANIER EXTENSION COMPLETE

Last fall saw the completion of an \$8.5-million expansion and renovation of the Loyola Campus's Georges P. Vanier Library... And meanwhile, Phase II of the construction of the new SGW Campus Library has begun. It is scheduled to be in full operation in 1992.

LET THERE BE MUSIC

Last December 15 saw the inaugural presentation at the Loyola Campus's new \$4-million Concert Hall. Its construction was financed entirely through Concordia Capital Campaign contributions.



Affecting our Quality of Life



WEDED OUT

Beginning last fall the University's dedicated smokers were in for a rude awakening. Smoking was prohibited in all but a few designated areas of the University.

HIV/AIDS POLICY IN PLACE

Acquired Immune Deficiency Syndrome (AIDS) has become one of the great health concerns of the era. Spearheaded by HIV/AIDS Project Co-ordinator Marlene Daley, Concordia was one of the first universities in the country to implement a binding policy to protect HIV-positive Concordians from discrimination.



WE WENT DIGITAL

Last month saw Concordia take a giant leap forward into the information age with our \$2.4 million purchase of components for a sophisticated Management Information System (MIS) from Digital Equipment of Canada Ltd. The company will also help Concordia researchers with up to \$250,000 yearly in matching equipment purchase grants and with software licensing arrangements.



WASTE NOT

This year saw the burgeoning of a dedicated effort by staff and students to recycle paper. Recycling bins can now be found at several locations on both campuses.

PHOTO: Spiros Vergados



The Thursday Report

FAX: 848-2814

The Thursday Report is the community newspaper of Concordia University, serving faculty, staff, administration and students at the University's downtown and west end campuses. The newspaper reports on Concordia news and research and also contains the most comprehensive listing of on-campus events available at the University. It is published weekly during the academic year by the Public Relations Department, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec H3G 1M8. (514) 848-4882. Material published in *The Thursday Report* may be reproduced without permission. Credit would be appreciated. University events

and notices are published free of charge. Classified ads cost \$5 for the first 10 words, 10¢ each additional word. Retail rates on request. Events, notices and classified ads must reach the Public Relations Office (BC-115) in writing no later than Monday noon, prior to the Thursday publication date.
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THE BACK PAGE

Kevin Leduc 848-4881

EVENTS

THURSDAY JUNE 7

CONSERVATORY OF CINEMATOGRAPHIC ART

PETER IBBETSON (1935) Henry Hathaway, at 7 p.m. and *CHAMPION WITHOUT CROWN (CAMPEON SIN CORONA)* (1945) Alejandro Galindo at 9 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50. Information: 848-3878.

FRIDAY JUNE 8

CONCORDIA CAMPUS MINISTRY

The Loyola Chapel presents "VOX AUREA." The Jyvaskyla Music Class Choir from Finland at 7:30 p.m. For information call Matti Terho at 848-3590. **Freewill Offering.** Sponsored by Canadian Friends of Finland.

CONSERVATORY OF CINEMATOGRAPHIC ART

ISLAND OF THE LOST SOULS (1932) Erle C. Keaton, at 7 p.m. and *MACLOVIA* (1948) Emilio Fernandez at 8:30 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50. Information: 848-3878.

SATURDAY JUNE 9

CONCORDIA CAMPUS MINISTRY

The Canadian Friends of Finland presents "The Winter War," a film by Pekka Parikka, at 7 p.m. in the F.C. Smith Auditorium, 7141 Sherbrooke St. W. Admission: \$7.

CONSERVATORY OF CINEMATOGRAPHIC ART

LA BELLE ET LA BETE (1945) Jean Cocteau, at 7 p.m. and *THE WILD ONE (HUD)* (1955) Vibeke Lokkeberg at 9 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50. Information: 848-3878.

SUNDAY JUNE 10

CONCORDIA CAMPUS MINISTRY

There will be a *Baccalaureate Mass* at 11 a.m. in the Loyola Chapel to honour the graduates. Students, their families, staff & faculty are all welcome. Our guest homilist is Antonine Paré-Howlett, LL.D. (Concordia '81). Fr. Bob Nagy presiding. Refreshments will be served on the lawn following the Mass.

UNCLASSIFIED

ANALYSING DATA?

Statistician will do. \$28/hour. Call Todd at 931-0745 (Work) or 937-5694 (Home).

MOVING?

Truck/Van. Local or Long Distance. 7 days/24hrs. Call Steve at 735-8148.

CONSERVATORY OF CINEMATOGRAPHIC ART

X (1986) Oddvar Einarson, at 7 p.m. and *ORPHEE* (1950) Jean Cocteau at 9 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50. Information: 848-3878.

MONDAY JUNE 11

CONSERVATORY OF CINEMATOGRAPHIC ART

KAMILA (LOPERJENTEN) (1981) Vibeke Lokkeberg, at 8:30 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50. Information: 848-3878.

TUESDAY JUNE 12

CONSERVATORY OF CINEMATOGRAPHIC ART

GOODBYE SOLIDARITY (ADJO SOLIDARITET (1985) Svend Wam, Petter Vennerod, at 8:30 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50. Information: 848-3878.

WEDNESDAY JUNE 13

CONSERVATORY OF CINEMATOGRAPHIC ART

WIVES TEN YEARS AFTER (HUSTRUEER TI AR ETTER) (1985) Anja Breien, at 8:30 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50. Information: 848-3878.

THURSDAY JUNE 14

CONSERVATORY OF CINEMATOGRAPHIC ART

THE ILLUSION TRAVELS BY STREETCAR (LA ILUSION VIAJA EN TRANVIA (1953) Luis Bunuel, at 7 p.m. and *GROWING UP (LITEN IDA)* (1981) Laila Mikkelsen at 9 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50. Information: 848-3878.

FRIDAY JUNE 15

CONSERVATORY OF CINEMATOGRAPHIC ART

MACARIO (1960) Roberto Galvadon, at 7 p.m. and *BLACK CROWS (SVARTE FUGLER)* (1983) Lasse Glomm at 9 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50. Information: 848-3878.

SATURDAY JUNE 16

CONSERVATORY OF CINEMATOGRAPHIC ART

THE BIRDS (1963) Alfred Hitchcock, at 7 p.m. and *THE REALM OF FORTUNE (EL IMPERIO DE LA FORTUNA)* (1986) Arturo

Ripstein at 9 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50. Information: 848-3878.

WEDNESDAY JUNE 20

DOCTORAL THESIS DEFENSE

Mr. Spencer Boudreau at 10:00 a.m. in H-769, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd.). Thesis title: "From *De Jure* to *De Facto*: The Identity and Viability of

Catholic Religious Education in the English-Catholic Public Schools of Quebec."

FRIDAY JUNE 29

DOCTORAL THESIS DEFENSE

Mr. André Bergeron at 10:00 a.m. in H-769, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd.). Thesis title: "Psychophysiological and Attentional Response Patterns in Hypothetically Psychosis Prone Adolescents."

NOTICES

LEGAL PROBLEMS?

WE CAN HELP!!!

The Legal Information Service can help with information and counselling. We are located in Room CC-326, Loyola Campus, telephone 848-4960. Office hours Monday to Friday from 9 a.m. to 5 p.m. This service is free and confidential.

OMBUDS OFFICE

The Ombuds Office is available to all members of the University for information, advice and assistance with University-related problems. Call 848-4964 or drop into 2100 Mackay, SGW Campus. Services of the Ombuds Office are confidential.

HEALTH SERVICES

Health Services "We're Different," personalized, comprehensive & confidential services, with an emphasis on education and good consumer practices. Nurses available for consultation without an appointment, or by telephone. Doctors appointments available (booked by Nurse). Walk-in MD clinic every Wednesday and Friday afternoon (SGW only). Hours: 9 to 5 daily, closed 12 to 1:30 p.m. Location: 2155 Guy St. room 407 (telephone 848-3565) and 6935 Sherbrooke St. W., room 101 (telephone 848-3575).

CONCORDIA ART GALLERY

The Concordia Art Gallery is hosting an exhibition entitled "Eleanor Bond: Work Station" until June 30, 1990 at the Art Gallery (1455 de Maisonneuve Blvd.). Information: 848-4750.

PEER HELPER PROGRAM

The Peer Helper Program is a student-run listening and referral service. Applications are now being accepted from students wishing to become Peer Helper Volunteers in September. Application forms are available at the Applied Social Science Department, and at Campus Ministry, Health and Guidance Services on both campuses. For information call Daryl Ross at 848-3585.

WOMEN'S CENTRE ART SPACE

"Call to Artists," Women artists of Concordia University faculty, students, staff or alumni are invited to send proposals for solo exhibitions at the Concordia Women's Centre Art Space. Due to space limitations, the gallery is unable to accommodate sculpture. Submissions should include up to 20 slides, slide identification list, artist's statement, C.U. and S.A.S.E. Deadline: July 26, 1990 at 2020 Mackay or send to: The Women's Centre Art Space, P-03, 1455 de Maisonneuve Blvd. W., Montréal, H3G 1M8. Call: 848-7431.

COMPUTER SCIENCE DEPARTMENT

The Second International Workshop on Conditional and Typed Rewriting Systems-CTRS 90, will be held from June 11 to 14, 1990. Sponsored by Concordia University and the Centre de Recherche Informatique de Montréal with the support from the National Science and Engineering Council of Canada. Information: 848-3000.

Attention WordPerfect, dBase and Lotus users!!!

- You've taken a course and now what?
- You need help setting up specific or specialized applications?
- You need to become unstuck?
- You need alternatives to taking another course?

Your answer is *On-Site*
hourly, half-day or
full-day help

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